|  |
| --- |
|  |
| **Labour Market Report 2025** |
| |  |  |  | | --- | --- | --- | | The Ministry of Welfare of the Republic of Latvia | September, 2025 | Rīga, Latvia | |

Table of Contents

[ABBREVIATIONS 3](#_Toc207893151)

[1. INSTITUTIONAL FRAMEWORK 5](#_Toc207893152)

[2. LABOUR MARKET SITUATION 10](#_Toc207893153)

[2.1. Recent labour market developments 10](#_Toc207893154)

[2.2. The profile of registered unemployed 13](#_Toc207893155)

[2.3. Minimum wage and gross wage 15](#_Toc207893156)

[2.4. Migration and labour market 17](#_Toc207893157)

[2.5. Unemployment benefits and social assistance 21](#_Toc207893158)

[3. ACTIVE LABOUR MARKET POLICY MEASURES 24](#_Toc207893159)

[4. YOUTH GUARANTEE PROGRAMME AND THE PES 34](#_Toc207893160)

[5. ACTIVE AGEING STRATEGY 38](#_Toc207893161)

[6. LABOUR MARKET FORECASTING SYSTEM 41](#_Toc207893162)

[7. SUPPORT TO SOCIAL ENTREPRENEURSHIP 42](#_Toc207893163)

[ANNEXES 44](#_Toc207893164)

**Table of Annexes:**

[Annex 1: Employment and unemployment rate for those aged 15-64 *(Eurostat, %)* 44](#_Toc153271515)

[Annex 2: Economic activity rate for those aged 15-64 *(Eurostat, %)* 44](#_Toc153271516)

[Annex 3: Employed by economic activity (NACE Rev. 2.) *(CSB, %)* 45](#_Toc153271517)

[Annex 4: Employed by age group *(CSB, %)* 45](#_Toc153271518)

[Annex 5: Professional status of employed working in the main job *(CSB, %)* 46](#_Toc153271519)

[Annex 6: Breakdown of employed persons by occupation *(CSB, %)* 46](#_Toc153271520)

[Annex 7: Full-time and part-time employed *(CSB, %)* 46](#_Toc153271521)

[Annex 8: Employed persons working part-time work because of inability to find full-time work (the share in the total number of working part-time) *(CSB, %)* 47](#_Toc153271522)

[Annex 9: The minimum wage and the average monthly work remuneration by years *(CSB)* 47](#_Toc153271523)

[Annex 10: Registered unemployment rate and number of unemployed *(PES)* 48](#_Toc153271524)

[Annex 11: Breakdown of registered unemployed by length in unemployment *(31.12.2022., PES)* 49](#_Toc153271525)

[Annex 12: Registered unemployed persons by education level (%) *(PES)* 49](#_Toc153271526)

[Annex 13. Registered unemployed persons by risk groups at the end period *(PES)* 50](#_Toc153271527)

[Annex 14: Main characteristics of registered unemployment *(PES)* 52](#_Toc153271528)

[Annex 15: Participation in active labour market policy measures – number of participants in the corresponding year *(PES)* 53](#_Toc153271529)

[Annex 16: Sources for further information 54](#_Toc153271530)

# ABBREVIATIONS

|  |  |  |
| --- | --- | --- |
| **Abbreviations in English** | **Explanation** | **Local name in Latvian** |
| AIPY | Agency for International Programmes for Youth | JSPA – Jaunatnes starptautisko programme aģentūra |
| ALMP | Active Labour Market Policies | ADTP – Aktīvā darba tirgus politika |
| CFCA | The Central Finance and Contracting Agency or EU Structural Funds Monitoring Committee | CFLA – Centrālā finanšu un līgumu aģentūra |
| CSB | Central Statistical Bureau | CSP – Centrālās statistikas birojs |
| CVVP | PES portal of CV and Vacancies | CVVP – CV un vakaču portāls |
| DG REFORM | Directorate General for Structural Reform Support |  |
| ECL | Employers Confederation of Latvia | LDDK – Latvijas Darba devēju konfederācija |
| EEA | European Economic Area | EEZ – Eiropas ekonomiskā zona |
| ELA | European Labour Authority | Eiropas Darba iestāde |
| ESF+ | European Social Fund Plus | Eiropas Sociālais fonds Plus |
| EQF | Level of Formal Professional Qualification | Profesionālās kvalifikācijas līmenis |
| EU | European Union | ES – Eiropas savienība |
| EURES | EURopean Employment Services | Eiropas nodarbinātības dienestu sadarbības tīkls |
| Eurostat | Official statistical office of European Union and EU statistical database portal |  |
| FTUCL | Free Trade Union Confederation of Latvia | LBAS – Latvijas Brīvo arodbiedrību savienība |
| HCDC | Human Capital Development Council | CAP - Cilvēkkapitāla attīstības padome |
| ICT | Information and Communication Technologies | IKT – informācijas un komunikācijas tehnoloģijas |
| JCCAE | Joint Coordinating Commission for Adult Education | APIKK – Apvienotā pieaugušo izglītības koordinācijas komisija |
| LTU | Long – term unemployed | Ilgstošie bezdarbnieki |
| LV | Latvia | LV - Latvija |
| MIC | Measures to Increase Competitiveness | KPP – Konkurences paaugstināšanas pasākumi |
| MoE | Ministry of Economics | EM – Ekonomikas ministrija |
| MoES | Ministry of Education and Science | IZM – Izglītības un zinātnes ministrija |
| MoF | Ministry of Finance | FM - Finanšu ministrija |
| MOOC | A massive open online course or an open online course aimed at unlimited participation and open access via the WEB | Atvērtie tiešsaistes kursi |
| MoW | Ministry of Welfare | LM – Labklājības ministrija |
| NACE | Statistical Classification of Economic Activities in EU | Saimniecisko darbību statistiskā klasifikācija Eiropas Kopienā |
| NEET | Young people between 15 and 29 years old who are not engaged in any formal education, employment or vocational training (Not in Education, Employment or Training) | Jaunieši, kuri nestrādā un nemācās |
| NGO | Non – governmental organizations | NVO – Nevalstiskās organizācijas |
| NRP | National Reform Programme | Nacionālā reformu programma |
| NTCC | National Tripartite Cooperation Council | NTSP – Nacionālā trīspusējās sadarbības padome |
| OCMA | Office of Citizenship and Migration Affairs | PMLP – Pilsonības un migrācijas lietu pārvalde |
| OECD | Organization for Economic Co-operation and Development |  |
| OSP | Official Statistics Portal | OSP – Oficiālās statistikas portāls |
| PES | State Employment Agency of Latvia (sometimes SEA) | NVA – Nodarbinātības valsts aģentūra |
|  | Parliament | Saeima |
| SEAL | Social Entrepreneurship Associations of Latvia | LSUA – Latvijas Sociālās uzņēmējdarbības asociācija |
| SEC | Sectoral Expert Council | NEP – Nozaru ekspertu padomes |
| SISA | Social Integration State Agency | SIVA – Sociālās integrācijas valsts aģentūra |
| SLI | State Labour Inspectorate | VDI – Valsts darba inspekcija |
| SSIA | State Social Insurance Agency | VSAA – Valsts sociālās apdrošināšanas aģentūra |
| TSI | Technical Support Instrument |  |
| VET | Vocational education and training | Profesionālās apmācības |
| YG | Youth Guarantee programme | JG – Jauniešu garantijas programma |
| y.o. | Year old |  |

# INSTITUTIONAL FRAMEWORK

Law on Support for Unemployed Persons and Persons Seeking Employment (<https://likumi.lv/ta/en/en/id/62539-support-for-unemployed-persons-and-persons-seeking-employment-law>) determines the key functions of governmental institutions and municipalities in the implementation of active labour market policies (ALMPs).

Cross-sectoral cooperation and main documents for the implementation of ALMPs and other related labour market policies are listed below:

**Ministry of Welfare,** including:

* State Employment Agency
* State Labour Inspectorate
* State Social Insurance Agency

**Ministry of Economics**

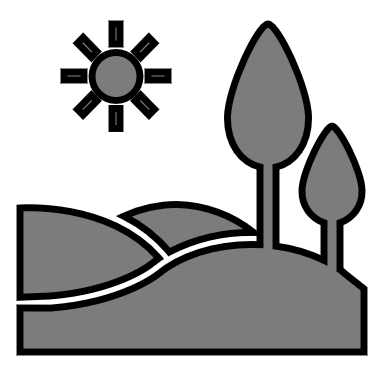


**Ministry of Education and Science**



**Social partners, Non-governmental organizations**

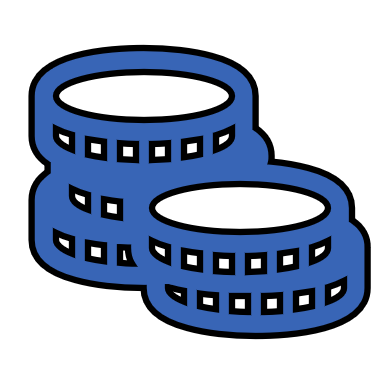
**Municipalities**



* Active labour market policy measures,
* Labour relations and social dialogue,
* Labour protection, minimum monthly wage,
* Classification of occupations,
* Social assistance and social inclusion, gender equality

**Ministry of Finance**

* Economic policy,
* National Reform Programme coordination,
* Improving business environment, entrepreneurship support,
* Long-term and short-term labour market forecasting,
* Adult learning provision
* Implementation of education, science and youth policy,
* Development of vocational standards,
* Modernization of education systems and work-based learning



* Macroeconomic development scenarios,
* Tax policy,
* Management of EU structural funds
* Social dialogue with public authorities,
* Proposals to policy documents and labour market regulation,
* Participation in development of vocational standards and anticipation of labour market needs
* Social support measures,
* Activation measures for long-term unemployed,
* Local employment policy discussions

**Social protection and Labour Market Policy Guidelines 2021-2027**

**Social Entrepreneurship Concept**

**Active Ageing Strategy**

**Concept on Minimum Wage Setting**

**Actors Responsibilities**

The State Employment Agency (https://www.nva.gov.lv/en) – Latvian Public Employment Service (PES) is the institution that is tasked with the implementation of policies aimed at reducing unemployment including by providing efficient services and implementing measures for registered unemployed and other groups, in close co-operation with different partners, such as educational institutions, employers, non-governmental organizations (NGOs), social partners etc.

The policy documents in the field of employment can be found here – <https://www.lm.gov.lv/en/policy-documents-and-legislation>.

On 1 September 2021 [the Guidelines on Social Protection and Labour Market Policy](https://likumi.lv/ta/id/325828-par-socialas-aizsardzibas-un-darba-tirgus-politikas-pamatnostadnem-20212027-gadam) were adopted by the Cabinet of Ministers. Promoting an inclusive labour market for everyone and quality jobs, supporting long-term participation in the labour market is one of the Guidelines’ objectives. The development of the policy is planned in such a way as to help all working age population to enter the labour market, especially the persons in a more disadvantaged situation and at a higher risk of unemployment. The creation of an inclusive labour market requires the provision of timely and individually adapted support to improve the prospects of employment or self-employment, support in the transition from economic inactivity to employment and between different professions and sectors, the development of high-quality and safe workplaces, the prevention of the risk of poverty for the employed, the creation of opportunities for retraining and education throughout the working life.

[**The role of social partners in the designing and implementation of**](http://ec.europa.eu/social/BlobServlet?docId=16464&langId=en) **ALMPs, cooperation mechanisms**

**National Tripartite Cooperation Council** **(NTCC)** in Latvia coordinates and develops a tripartite social dialogue between employers’ organizations, the government and trade unions. Representatives from the government, Employers’ Confederation of Latvia (Latvijas Darba devēju konfederācija - LDDK) and Free Trade Union Confederation of Latvia (Latvijas Brīvo arodbiedrību savienība - LBAS) collaborate all together in NTCC as social partners.

The Council aims to reach a consensus on different social and economic policy matters, to guarantee social stability during the implementation of the national reforms and to ensure an integrated way of decision making on socioeconomic development in compliance with the interests of the whole society. NTCC work is regulated by the Statute of NTCC (adopted on 30.10.1998.). Agreements reached in NTCC are binding to all partners and information about meetings (agenda and protocols) is available online on the Cabinet of Ministers’ webpage.[[1]](#footnote-1)

NTCC has ten sub-councils:

- Budget and tax policy sub-council;

- Labour relations sub-council;

- Social security sub-council;

- Vocational education and employment sub-council;

- Healthcare sub-council;

- Transportation and communication sectoral sub-council;

- Environment protection sub-council;

- Regional development sub-council;

- Public security sub-council;

- Competitiveness and sustainability tripartite cooperation sub-council.

NTCC meetings are called and steered by the Prime Minister, an initiative for organizing a meeting may also come from the social partners. The State Chancellery is acting as the NTCC secretariat.

Issues related to European Semester, progress reports on Latvian National Reform Programme’s (NRP) implementation[[2]](#footnote-2) are discussed in the Cabinet of Ministers, Saeima (Parliament), with social partners, non-governmental organizations, representatives of the civil society, NTCC etc. This process includes all stages – planning, implementation and a yearly assessment of the progress achieved.

National progress reports on NRP implementation are discussed each year with social partners. The progress report is prepared in February-March each year (ministries, national agencies and other institutions submit information in writing to the Ministry of Economics (MoE). Then a meeting is organized with social partners by the MoE to share and exchange views on information included in the progress report (the progress report is available to social partners before the meeting).

This process goes hand in hand with budgetary procedures of the state and evaluation of progress achieved in different economic and social fields in the previous year. Social partners are informed and can intervene and express their opinions about reforms and policies being implemented, addressing labour market and social challenges – European Semester questions are integrated into work of several high-level working groups and councils. A separate discussion about prepared progress reports is taking place every year in spring. It is organized by the MoE.

**Human Capital Development Council**[[3]](#footnote-3)is a platform for coordinated inter-ministerial cooperation and decision making for the planning, promoting and monitoring of the necessary reforms in the area of labour market restructuring, the development of policies for human resources in accordance with future labour market demand and structural changes of the national economy.

The Human Capital Development management consists of four interconnected components:

The training request is initiated by the Ministry of Economics, in collaboration with industry representatives, and is approved by the Joint Adult Education Coordination Commission established by MoE. This ensures a unified approach to adult education initiatives offered by the Ministry of Education and Science, the Ministry of Welfare, and the Ministry of Economics. The implementation of this model has been agreed upon by the Human Capital Development Council.

Based on the received request, the project implementer – the State Education Development Agency – selects educational institutions to deliver the relevant training programmes. Employees may apply for the offered training on their own initiative via the platform stars.gov.lv, or by using career counselling services available through the PES’s branches, local municipalities, and educational institutions as part of the project.[[4]](#footnote-4)

**Vocational Education and Employment Tripartite Cooperation Council**[[5]](#footnote-5) develops proposals for amendments in the regulatory framework regarding vocational education and training (VET) and also establishes a better link between the field of education and employment.

**A Joint Coordinating Commission for Adult Education** (hereinafter **- JCCAE**) was established by the Ministry of Economics in 2024. As a result, adult learning fields and training programmes are now approved in a unified manner across all state-funded adult education projects, including those organized by the PES.

Under the JCCAE framework, the PES’s adult learning provision is approved for unemployed individuals, job seekers, and people at risk of unemployment. The training areas, educational programmes, occupations, and essential social and professional skills in which these individuals receive training are regularly defined based on labour market demand and national economic development forecasts.

Analysis is used to update the list of training programmes to ensure alignment with both current and future labour market needs, based on additional analysis conducted by the PES. This includes:

− analysis of PES statistical data, such as the number of the unemployed and profiles in each occupation, available vacancies, recruitment indicators etc.;

− assessment of sector development trends and taking into account medium-term labour market demand forecasts of the MoE and the information provided by the **Sectoral Expert Councils**;

To ensure sector stakeholders’ involvement in VET and human resources development issues, **12 Sectoral Expert Councils**[[6]](#footnote-6) (SEC) had been established in Latvia in 2010 led by the Employers Confederation of Latvia (ECL) and by the Latvian Agricultural Organization Cooperation Council. Sectoral Expert Councils consist of employers, employees and representatives from relevant ministries. SEC discuss the content of initial vocational education, enrolment of students in VET programmes, sectors main professions and related professions and specializations, vocational qualification examination requirements, recognition procedures of competencies gained and other issues. **EU Structural Funds Monitoring Committee**[[7]](#footnote-7) and its sub-councils monitor the efficiency of finances allocated by EU funds’, assesses proposals for new EU fund’ activities and ensures broad discussions between sectoral ministries and social partners on the implementation progress of existing measures and proposed new initiatives.

# **LABOUR MARKET SITUATION**

## 2.1. Recent labour market developments

**The population numbers in Latvia have been decreasing** for a longer time, during the last 25 years from 2000 to 2025 the decline was almost 525 thousand (decreasing on average by 0,5% – 0,8% per year). The main reasons are the ageing of the society, low birth rates and emigration. At the beginning of 2025, there were 1 856 932 permanent residents in Latvia[[8]](#footnote-8), which is 18,3 thousand less than a year ago, and of whom 42,6% were aged 50 and over and only 10,1% aged 15-24 and 15,1% aged 0-14. As the number of working age population decreases, the ratio of population over working age to population of working age becomes higher.[[9]](#footnote-9)

According to the results of the Labour force survey (LFS), in **2024 labour market participation rate was 76,7%** (in 2023 - 76,6%, in 2022 – 76,8%, in 2021 – 75,8%, in 2020 – 78,2%, in 2019 – 77,3%).[[10]](#footnote-10) *(See annex 2)*. The majority of the economically active population aged 15-64 years have gained higher (41,3% and increases) ↑ and vocational (28,4% and decreases) ↓ education, although the share differs for men – 32,0% with vocational and 31,2% with higher education, and women – 24,7% with vocational and 51,5% with higher education. The share of the economically active population with secondary and lower education composed 30%.[[11]](#footnote-11)

In 2024 the number of **economically inactive**, i.e., those who were not employed and did not actively look for job, comprised 269,5 thousand or **23,3%** of the total number of people aged 15-64 years. Compared to the previous year, the inactive population has decreased by 2,9 thousand.[[12]](#footnote-12)

According to the Eurostat data, **the employment rate in the age group 15-64 was 71,2%** in 2024 (Figure 1). Disaggregated by gender, although the employment rate for women in Latvia in the age group 15-64 years is lower than for men, but it is significantly higher than the EU average (66,2% in 2024). In 2024, the female employment rate in this age group was 70,0%, while the male employment rate was 72,3% in Latvia.[[13]](#footnote-13)

In 2024, 825 thousand people aged 15 to 64 were employed in Latvia and compared to 2019 (870 thousand) **the number of employed persons has decreased** by 45 thousand or 5% in last 5 years.

**The unemployment rate in the age group 15-64 increased to 7,3% in 2024** but decreased by June 2025 to 6,8%. The overall unemployment rate for women, however, is lower than for men in Latvia. In 2024, the unemployment rate in the age group 15-64 for women was 6,2%, while the unemployment rate for male was 8,4%.[[14]](#footnote-14) *(See annex 1)*.

In 2024, 64,8 thousand people aged 15-64 were unemployed. Compared to 2023, the number of unemployed has increased by 4,2 thousand or 7% (Eurostat).

Figure 1: Employment rate and the unemployment rate in LV and EU, (15-64, %) (*Eurostat)*

**The employment rate of people** **aged 50-64 years in Latvia has slightly increased** over the years and is higher than EU average. In 2024, the employment rate for this age group in Latvia was **74,3%** (in 2023 – 73,8%, in 2022 – 73,1%), while in the EU it was 71,0%.[[15]](#footnote-15) According to the changing economic, social and demographic conditions in Latvia the retirement age is gradually increased, thus enabling the labour market to respond to the economic and social consequences of population ageing.

In 2024, the unemployment rate of people aged 50-64 years in Latvia was 6,2%, while the EU average figure was 4,3%.[[16]](#footnote-16)

**The youth unemployment rate** **in Latvia** (young people aged 15-29) increased to **11,2%** in 2024 (in 2023 it was 9,5%), while the EU average figure was 11,4%. Overall, such a pattern suggests that it is necessary to continuous improvement in the labour market situation for youth (see Section 4 for more information on the youth situation on the labour market and youth support programmes).

**The long-term unemployment rate** (share of long-term unemployed (unemployed for 12 months or more) among all unemployed aged 20-64) (LTU rate) after decrease in last years, has increased in 2024. In 2024, the share of LTU in the total number of unemployed aged 20-64 was **33,2%** (in 2023 – 27,7%, in 2022 – 29,7%) while the EU average figure was 34,5% (Figure 1).

**In 2024, the vacancy rate for Latvia** was **2,5%** (in 2023 – 2,7%), while in the EU average – 2,1%.[[17]](#footnote-17) According to the PES information, the total number of vacancies registered by employers increases from 87 330 in 2023 to 89 216 in 2024.

Majority of jobs (even more so for job vacancies) are concentrated in the Riga region, less in urban centres in regions, but very few ones are in rural areas. Therefore, the access to jobs for the rural population can be considered as limited due to mainly relatively high transport costs, weak coverage of public transportation network and high resettlement costs for those who choose to move to urban centres or Riga.

In December 2024, most frequently vacancies were registered in the following areas: Construction, Industry, Administrative and support services, Public administration and defence, Trade and Marketing, Transporting and storage. 67% of vacancies were registered in the Riga region what continues to attract job seekers from other regions.[[18]](#footnote-18)

According to the PES data there were 46 553 registered unemployed on the 31st of December 2024.

In 2024, 92 426 persons were granted unemployment status, which is 755 persons less than in the previous year, but the unemployment status was removed for 96 640 persons, which is 8 persons more than in 2023. *(See Annex 14)*

Most often redundancies are affecting low-skilled workers. In past years, the most significant number of unemployed was registered in the following occupation groups: service and sales workers, project managers, cleaner, auxiliary workers or a person without any profession.

**Figure 2: Registered unemployment by the end of period** (*PES*)[[19]](#footnote-19)

At the end of December 2024, according to the PES data, the registered unemployment level in Latvia was 5,3%. At the regional level, unemployment rates vary across regions with the highest rate in the Latgale region (10,3%) and lowest in the Riga region (3,9%).

## 2.2. The profile of registered unemployed

In December 2024, 53,0% of all registered unemployed were women, and 47,0 % were men.

Out of all registered unemployed 40,8 % were with primary or secondary education, 32,2 % with vocational education and 24,0% with tertiary education in 2024.

In December 2024 the share of unemployed aged 50 years and more comprised 39,2%, with disabilities – 12,9% and young unemployed aged 15-24 years – 8,2%, but the share of registered long-term unemployed was 15,3 % (the largest group of registered long-term unemployed are persons aged 50 years and over – 62,7 %). *(See Annex 13)*

Looking at the average characteristics of an unemployed person – it is a person without a profession, previously being in a profession with low or no qualifications required, in the age group of 50 years and above.

**Figure 3: Portrait of a Registered Unemployed versus population in age group 15-64, 2024[[20]](#footnote-20)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **Total population in Latvia, age group 15-64, (01.01.2025)** | | **Unemployed persons (CSB) 2024** | | **Registered unemployed persons (PES) (31.12.2024)** | |
|  | Amount, thousand | % | Amount, thousand | % | Amount | % |
| **Total amount** | 1169,3 | 100% | 64,8 | 100% | 46,6 | 100% |
|  |  |  |  |  |  |  |
| **Gender** |  |  |  |  |  |  |
| Men | 576,6 | 49,3% | 37,7 | **58,2%** | 21,9 | 47,0% |
| Women | 592,7 | 50,7% | 27,1 | 41,8% | 24,7 | **53,0%** |
|  |  |  |  |  |  |  |
| **Age** |  |  |  |  |  |  |
| 15 - 19 | 101,2 | **8,7%** | 1,9 | 2,9% | 0,4 | 1,0% |
| 20 - 24 | 86,4 | 7,4% | 6,9 | **10,6%** | 3,4 | 7,3% |
| 25 - 29 | 80,5 | 6,9% | 6,5 | **10,0%** | 3,7 | 8,0% |
| 30 - 34 | 116,3 | 9,9% | 7,7 | 11,9% | 5,0 | 10,7% |
| 35 - 39 | 143,4 | 12,3% | 8,7 | 13,4% | 5,8 | 12,6% |
| 40 - 44 | 134,4 | 11,5% | 6,7 | 10,3% | 5,2 | 11,1% |
| 45 - 49 | 122,6 | 10,5% | 7,6 | 11,7% | 4,8 | 10,3% |
| 50 - 54 | 128,3 | 11,0% | 6,2 | **9,6%** | 5,6 | 12,0% |
| 55 - 59 | 123,9 | 10,6% | 7,0 | 10,8% | 6,0 | **12,9%** |
| 60- 64 | 132,2 | 11,3% | 5,5 | 8,5% | 6,7 | **14,3%** |
|  |  |  |  |  |  |  |
| **Education** |  |  |  |  |  |  |
| Tertiary | 402,1 | **34,7%** | 15,5 | 23,9% | 11,2 | 24,0% |
| Vocational | 300,7 | 26,0% | 18,1 | 27,9% | 15,0 | **32,2%** |
| Secondary | 264,6 | 22,8% | 19,9 | **30,7%** | 11,6 | 25,0% |
| Basic or lower | 191,0 | 16,5% | 11,4 | 17,6% | 8,3 | 17,8% |

At the end of December 2024, more than half of the registered unemployed were unemployed for up to 6 months (30 325 persons or 65,1%), from 6 to 12 months unemployed were 19,2% (9126 persons), from 1 to 3 years as unemployed were 9,9% (4614 persons) and longer as 3 years were 5,3% or 2488 unemployed persons. In the total number of registered unemployed at the end of December 2024, the largest share were unemployed with professional education – 14 986 unemployed or 32,2% of the total number of registered unemployed, of which slightly more than half (54,0%) are aged 50 and over. In the breakdown by age groups the largest number of registered unemployed was made up of the unemployed aged 50-59 – 11 580 persons or 24,9% of the total number of registered unemployed, 10 816 persons or 23,2% - unemployed aged 30 and over up to 39 years and 9 942 persons or 21,4% – unemployed between the ages of 40 and 49.

## 2.3. Minimum wage and gross wage

There is a decentralised wage-setting system in Latvia and one minimum wage level that is binding for all employers. One of the Social Protection and Labour Market Policy Guidelines 2021-2027 direction of action is “An inclusive labour market for everyone and high-quality jobs, supporting long-term participation in the labour market”, which includes the task: “Ensure regular review of the minimum wage”.

The system of determining and revising the minimum monthly wage is regulated by Cabinet of Ministers Regulation No. 730 of 19 November 2024 “The Procedures for the Determination and Review of the Minimum Monthly Salary”. According to the procedure, the Ministry of Welfare prepares each year a proposal for the national minimum monthly wage for the following year. The proposal is based on a reference value set at 46% of the average gross monthly wage calculated by the Central Statistical Bureau over the last 12 months. The Ministry also considers macroeconomic forecasts and evaluations from the Ministry of Economics and Ministry of Finance, including productivity trends, potential tax system changes, labour cost index, poverty thresholds, unemployment data, average wages, and social exclusion indicators. The proposal also takes into account labour market data from the PES and comparative minimum wage data across EU countries published by Eurostat. The Ministry of Welfare submits the prepared proposal (usually several options including the analytical basis) to the Social Security Sub-Council of the National Tripartite Cooperation Council (NTCC) for consideration. After this the Ministry of Welfare submits a proposal to the National Tripartite Cooperation Council (NTCC) for consideration.

The Regulation of the Cabinet of Ministers No. 656 of 24 November 2015 “Regulations Regarding Amount of the Minimum Monthly Wage within the Framework of Normal Working Time and Calculation of the Minimum Hourly Wage Rate” determine the amount of the minimum monthly salary within normal working hours and the procedure for calculating the minimum hourly rate. The minimum monthly gross wage in 2024 was EUR 700, but in 2025 as EUR 740. *(See Figure 4)*.

**Figure 4: Minimum Monthly Wage and Average Gross Monthly Wage, EUR** *(CSB)*

In 2020-2024, according to CSB data, the share of employees earning the minimum wage or less ranged from 15,3% to 19,4%, or around one fifth of all employees. In 2024, the share of minimum wage earners dropped to the lowest point in five years, to 15,3%.

According to CSB data on the number of employees earning the minimum wage or less in 2024, minimum wages were paid to 16,7% of employees in the private sector and 11,5% employees in the public sector.

In 2024, according to the CSB data the average monthly gross wage in the country for full-time work was EUR 1 685. Compared to 2023, the average monthly salary increased by EUR 148 or 9,9%, but the salary for one hour worked before taxes - by 12,1% (from EUR 10,14 to EUR 11,38 ).[[21]](#footnote-21)

In addition to the national regulation on the minimum wage, social partners may specify other wage levels (including higher minimum wages) in company or industry level collective agreements, upon fulfilment of specific criteria industry-level collective agreements can be extended to all the sector. According to the principle of labour rights that a collective agreement may not impair the status of an employee in comparison with laws and regulations (Section 6 of the Labour Law), thus only a higher wage and better working conditions may be specified in collective agreements.

Currently, Latvia has three collective agreements, including one in the construction sector. The agreement initially (2019) set the minimum wage at EUR 780. In September 2023, the parties agreed to raise the minimum wage to EUR 930 from January 1, 2024, while retaining EUR 780 for elementary occupations until the end of 2024. In September 2024, it was decided that, starting from January 1, 2025, the minimum wage would increase to EUR 1050.

When comparing the share of the minimum monthly wage to the average monthly gross work remuneration of employees for the previous year calculated by the CSB, it may be concluded that starting from 2016 the amount of the minimum monthly wage decreases as a percentage in relation to the average monthly gross work remuneration of employees for the previous year calculated by the CSB *(see Annex 9)*.

## 2.4. Migration and labour market

According to data of the Office of Citizenship and Migration Affairs (OCMA), on 1 January 2025, about 132 thousand foreigners, including EU nationals, lived in Latvia, out of whom 45 731 with a permanent residence permit and 85 978 with a temporary residence permit.[[22]](#footnote-22) In 2024, 9024 first-time residence permits were issued, which is by 11,7% less than in 2023. 6738 first-time temporary residence permits were issued to Ukrainian civilians who have received temporary protection in Latvia.[[23]](#footnote-23)

The PES support measures, including career guidance consultations and Latvian language for unemployed persons and job seekers, are available to various categories of foreign nationals, along with Latvian nationals, as provided by the Law on Support for Unemployed Persons and Persons Seeking Employment. According to the PES data, 2398 foreigners, both from EU/EEA and Switzerland and the third countries, were registered at the PES as unemployed or job seekers at the end of 2024.

Economic migration

According to the national regulation on the employment of foreigners,[[24]](#footnote-24) if an employer is intending to employ a foreigner (a third-country national) by entering into an employment contract, a vacancy has to be registered with the PES. It should be vacant for not less than 10 working days after registration until the day when the employer turns to the OCMA to confirm an invitation for requesting a visa or a sponsorship for requesting a residence permit for a foreigner.

On 10 December 2024, Cabinet Regulation No. 803 “Amendments to Cabinet Regulation No. 55 of 28 January 2014 “Regulations Regarding Employment of Foreigners”” were approved, which change the cooperation mechanism between the employer, the PES and the OCMA. From 2025, when registering a vacancy with the PES, an employer must cooperate with the PES: justify the number of vacancies, evaluate the candidates offered by the PES and provide justification for rejecting candidates. If a suitable candidate is not found within 10 working days, the PES will provide a positive opinion for attracting foreign labour, and the employer will be able to prepare an invitation or summons with the OCMA to invite a third-country national – employee. The amendments were necessary to reduce the risks of fraudulent use of the labour immigration system by establishing an obligation for employers planning to employ third-country workers to cooperate with the PES, thereby promoting cooperation between employers and state institutions for matching vacancies and job seekers and supporting the attraction of labour necessary for Latvian labour market. An agreement on the draft amendments was reached at the Human Capital Development Council meeting on 15 November 2023.[[25]](#footnote-25)

On 30 January 2024, Cabinet Regulation No. 74 “Amendments to Cabinet Regulations No. 225 of 25 April 2017 “Regulations Regarding the Amount of Financial Means Necessary for a Foreigner and the Determination of the Existence of Financial Means”” were adopted. The regulation has been developed to reduce the negative impact of labour shortages on economic growth in all sectors of the economy and to ease the requirements regarding the amount of financial means necessary for third-country nationals who receive the right to employment. The amendments to the regulation stipulate that in all sectors of the economy, the minimum amount of financial means for third-country workers is at the level of the average salary in the sector or at the minimum salary specified by the general agreement of the sector, which has been concluded in accordance with the Section 18, Paragraph four of the Labour Law.[[26]](#footnote-26)

The total number of employment rights granted to third-country nationals in 2024 increased by 4,44% (19,825 in 2024; 18,983 in 2023). The majority of third-country nationals work in land transport and pipeline transport (7682), labour search and provision with staff (2120), building construction (1695), computer programming and consultancy (938), specialised construction (773), manufacture of fabricated metal products, excluding machinery and equipment (691). In 2024, the highest number of rights to employment was granted to nationals of Uzbekistan (6048), Belarus (3176) and Ukrainian (2356).[[27]](#footnote-27)

Support to diaspora and re-migrants

At the Cabinet meeting of January 23, 2024, the second Plan for Work with the Diaspora for 2024–2026 was approved. The Plan includes activities and directions of action in accordance with the four directions of action set out in the Diaspora Law: (1) Strengthening Latvian identity and a sense of belonging to Latvia, preserving the Latvian language and culture outside Latvia; (2) Promoting the civic and political participation of the diaspora; (3) Involving the diaspora in the development of the Latvian economy and science; (4) Support for remigration.

Information about working and living conditions and vacancies can be obtained on the European Job Mobility Portal of European Employment Services (EURES) and is also provided by EURES consultants at the PES. Main objectives of EURES are to inform, guide and provide advice to potentially mobile workers on job opportunities as well as living and working conditions in the European Economic Area, to assist employers wishing to recruit workers from other countries and to provide advice and guidance to workers and employers in cross-border regions. Information about job opportunities abroad, living and working conditions is also available on the website (<https://www.nva.gov.lv/en/eures>).

In 2024, to promote remigration and labour mobility, EURES Latvia organized a series of information events, including an online work day “Work and Career in Latvia” and thematic seminars, “Job Opportunities in Europe – EURES Support for Mobility and Remigration” and “Labour Mobility – Opportunities and Solutions for Employers”.

Four online broadcasts created by the PES EURES labour mobility consultants “Learn Before You Go. A Guide to Safe Work in Europe” were broadcast on the EURES Latvia social network Facebook account, while every working Friday, the PES EURES consultants “chat” was held - answers to users’ questions online.

On the Zoom video conferencing platform, EURES labour mobility consultants organized four online seminars to support re-migrants “I want to return to Latvia! Where to start?” and four online seminars on labour mobility issues “Safe Work in Europe”.

On May 23, the National Library of Latvia hosted an international conference of the Ministry of Welfare, the European Labour Authority, the PES and EURES “20th Anniversary of the 2004 Enlargement of the European Union. Freedom of Movement for Workers and the EURES Network – Perspective of the Baltic States”.

As part of the European Sustainable Development Week, an international conference “EURES Latvia - 20th Role of EURES in Promoting Labour Mobility and Remigration” was held, where industry professionals, officials and experts discussed the role of EURES in promoting labour mobility and remigration, discussed the benefits, opportunities and challenges, and shared the experiences of re-migrants.[[28]](#footnote-28)

Third-country nationals are provided with information, including legal consultations, on work opportunities, at an One Stop Shop and a website www.[livelatvia.lv](http://www.integration.lv), managed by the Society Integration Foundation in the framework of a project co-funded under the Asylum, Migration and Integration Fund.

Support to asylum seekers and refugees

In 2024 the PES continued activities aiming at improving employment prospects for asylum seekers, refugees and persons with alternative status (subsidiary protection) and their social and economic inclusion. In addition to ALMP measures offered to refugees and persons with alternative status, asylum seekers are offered an introductory course “Work opportunities in Latvia” and consultations on work opportunities in the Reception centre for asylum seekers “Mucenieki”. There is also an e-leaflet “First steps to employment” including information on work, education, housing and social support available (<https://www.nva.gov.lv/en/refugees-and-persons-alternative-status>).

From 2016 to the end of June 2025, in total -570 refugees and persons with alternative status registered with PES as unemployed persons. During these years, 211 PES clients have found work (47 persons have started relationships at work several times). In 2024, the PES registered 156 refugees, and persons with alternative status; 41 refugees or persons with alternative status have found a job with the assistance of the PES.

Support to Ukrainian civilians

Latvia has continued providing support to Ukrainian civilians. To promote integration in the labour market, employment support for Ukrainian civilians in Latvia includes:

Job search assistance provided by the public employment service (PES) – as for LV nationals;

* Relaxed conditions for employment (no labour market test; no requirement to ensure a salary that is not lower than the average gross salary in Latvia in the previous year; liberalised rules for employment in specific sectors (e.g. health and education) and regulated professions, without proof of Latvian language proficiency insofar as it does not interfere with performance of the work duties, etc.), those conditions are currently being revised;
* One-off payment (the benefit) when starting employment or self-employment in Latvia (except for employment measures during the summer holidays for persons who receive education in general, secondary special or vocational education institutions). The benefit was 500 EUR in 2022, 620 EUR in 2023, 700 EUR in 2024, 740 EUR in 2025 (in the amount of the minimum wage in Latvia).

From 7 March 2022 until 1 July 2025 34 301 Ukrainian civilians have registered with the PES, 11 586 persons have been granted unemployment or job seeker status; 5 177 Ukrainian civilians have participated in the active employment measures offered by PES during the relevant period. Most often, Ukrainian civilians have used the opportunity to receive career counselling and participate in non-formal education (above all, learning the Latvian language).

Until 1st of July 2025, 17 504 Ukrainian civilians have received employment benefit (from 7th of March 2022) and 692 persons have applied self-employment benefit (from 3rd of October 2022), which indicates that the majority of Ukrainian civilians applying to PES find work.

According to the assessment of the Central Statistical Bureau, at the beginning of 2025, 12 301 or 72% of Ukrainian civilians were of working age (15-64 years). In the age group 15-64, 6 630 Ukrainian civilians were employed, so the employment rate for Ukrainian civilians at the beginning of 2025 was 53,9%.

More information on employment of Ukrainian citizens is available in the Ministry of Welfare’s report “Employment of Ukrainian Civilians in 2022 – 2024” (available at: <https://www.lm.gov.lv/lv/ukrainas-civiliedzivotaju-nodarbinatiba>).

## 2.5. Unemployment benefits and social assistance

Persons eligible for acquiring the status of **an unemployed person** after registering in the PES are:

* unemployed (not considered an employee or a self-employed person in compliance with the Law on State Social Insurance);
* seeking a job;
* able to work and ready to become employed immediately;
* at least 15 years old;
* below the age that gives the right to receive the State old-age pension or has not been granted the pension (including early retirement);
* not admitted to a full-time primary or secondary education programme;
* not performing commercial activities or whose commercial activities have been suspended in compliance with the normative acts;
* not in custody and do not receive long-term social care or social rehabilitation services under State or municipality support.

Unemployed persons can register with any Local Employment Office of the PES regardless of the declared address.

According to the Support for Unemployed Persons and Persons Seeking Employment Law active job search is defined as purposeful activities of a person with the intention to find paid employment – participation in competitions for available vacancies and other activities with the purpose of finding employment.

Unemployment benefit can be received after a person has registered with the PES and acquired the status of an unemployed person:

* if social insurance contributions overall were made for (work tenure) not less than one year and social insurance contributions before the acquisition of the status of unemployed person were made or had to be made not less than for 12 months out of last 16 months period before the acquisition of the status of the unemployed;
* mother or another person (father, custodian) who has raised the child up to 1,5 years of age and received the parental benefit or child care benefit;
* persons who received sickness benefit;
* persons who have received compensation for the care of the child to be adopted;
* if the person was disabled or was taking care of a disabled child up to 18 years of age.

Unemployment benefit shall be calculated in relation to the total length of the insurance (employment) record and in accordance with the income from which unemployment contributions have been paid:

|  |  |
| --- | --- |
| **The length of the insurance (employment) record:** | **The amount of the benefit granted:** |
| from 1 to 9 years (included) | 50% of the average contribution’s salary |
| from 10 to 19 years (included) | 55% of the average contribution’s salary |
| from 20 to 29 years (included) | 60% of the average contribution’s salary |
| 30 years or more | 65% of the average contribution’s salary |

An unemployed person cannot combine unemployment benefit with part-time or temporary employment. An unemployed person is allowed to work (as employees or self-employed persons) for the period that does not exceed two months without losing the status of registered unemployed. However, the unemployment benefits are not paid for those periods.

An unemployed person may receive the dividends as owners or shareholders of enterprises.

If, before acquiring the status of the unemployed, unemployed person raised a child under the age of eighteen months and received the child care benefit, have been disabled and have regained working ability and has taken care of a disabled child until he/she turned 18, the unemployment benefit shall be granted in the amount of 60% of the double amount of the state social security benefit per month (the state social security benefit was EUR 218 from 1 January till 30 June 2023, from 1 July 2023 till 31 December 2023- EUR 250, but from 1 January 2024 – EUR 274).

The maximum term of payment of the unemployment benefit has set to eight months for all unemployed persons and depending on the term of unemployment the following amounts of the benefit are paid:

* during the first and second month – the full amount of the granted unemployment benefit,
* during the next two months – 75% of the granted unemployment benefit,
* during the fifth and sixth month – 50% of the granted unemployment benefit,
* during the last two months – 45% of the granted unemployment benefit.

Unemployed persons are obliged to:

* actively seek employment both individually and with the assistance of the PES, and provide proposals for the development of individual job search plan immediately after acquiring the unemployed person status;
* attend the PES on the day specified in the individual job search plan and present the documents stated in the normative acts;
* attend the PES within three working days from receiving the invitation;
* participate in the measures included in the individual job search plan;
* inform the PES:
* within one working day if they no longer comply with the following conditions stated in the first part of Article 10 of the Support for Unemployed Persons and Persons Seeking Employment Law: is unemployed (as described previously in this section),
* within one working day if they have acquired employee status for a period up to two months following the Law on State Social Insurance,
* within three weeks from the beginning of temporary work disability – of the period of temporary work disability if it has been longer than ten days.

Social assistance and unemployment status

To be eligible to social assistance from municipal social services a person of working age must register at the PES and actively look for a job. Registration at the PES is not mandatory for recipients of invalidity pensions, persons during child care leave, persons above 15 years of age who are studying, one of the parents who have a child with disabilities.

In order to improve the coverage of social assistance benefits and to introduce additional incentives to motivate the beneficiaries of social assistance to get a paid job, the Amendments to the Law on Social Services and Social Assistance came into force as of 9 February 2017, allowing a gradual phase-out of social assistance benefits three months after starting employment (to the extent of the monthly minimum wage).

# **ACTIVE LABOUR MARKET POLICY MEASURES**

Active labour market policy (ALMP) measures, implemented by the PES of Latvia have been and continue to be developed in recent years to make them more targeted, while helping the unemployed to overcome barriers to enter the labour market.

The COVID-19 pandemic has added to those developments and highlighted the need to invest in the human capital even more, various support schemes were launched, including different furlough schemes and wage subsidies for employment retention as well as benefits.

**The PES** of Latvia provides support to the unemployed, job seekers and people at risk of unemployment to promote the competitiveness in the labour market according to their needs, abilities and implements and administers ALMP measures for unemployment reduction.

Additionally, among other functions, the PES registers and informs about the vacancies, organizes cooperation and information exchange between employers and unemployed persons, provides consultation on the occupational suitability, selection of an appropriate occupation and vocational training, issues licences and supervises work placement service providers etc.

Involvement of registered unemployed in ALMP measures is based on individual approach, a profiling system is used to choose the most suitable support measures and personalised path to the labour market for each unemployed.

General provisions of ALMP measures implementation are stated in the Regulations of the Cabinet of Ministers No. 75 (adopted on 25January 2011) - Regulations Regarding the Procedures for Organizing and Financing of Active Employment Measures and Preventative Measures for Unemployment Reduction and Principles for Selection of Implementers of Measures[[29]](#footnote-29) and, in case, if a measure is co-funded by EU funds, also several legal acts in this field[[30]](#footnote-30).

From September 2022 till August 2024, the Organization for Economic Co-operation and Development (OECD) in cooperation with the Directorate General for Structural Reform Support (DG REFORM) of the European Commission provided technical support to MoW and PES in the context DG REFORM’s Technical Support Instrument (TSI) to harness digitalisation and thus boost their capacity to provide effective and efficient support to jobseekers, persons at risk of losing their job, and employers. The focus was primarily on the jobseeker profiling and vacancy matching tools, as well as the current use of administrative data to support employment service provision, including by exploring Artificial Intelligence or other advanced analytics approaches. For more information visit:

<https://www.oecd.org/els/emp/latviadigitalpes.htm>.

1. **JOB SEARCH ASSISTANCE AND GUIDANCE**

Profiling and individual job search plan:

In order to identify needs of the unemployed, a profiling system has been developed with the aim to shorten the period of unemployment and prevent potential risks that could delay return to the labour market by providing most appropriate measures and intensity. As a result of profiling, an individual job search plan is prepared, and persons are involved in the most suitable measures sequenced in a way that would ensure the most effective labour market outcome based on job opportunities by demographic characteristics, self-esteem and motivation to look for a job and cooperate with the PES.

Informative days:

Informative days are organized by the PES with the aim to provide information about the available services, as well as informative support in the process of seeking employment. Unemployed receive informative materials about the PES services, presentation materials, samples for writing resume and letter of application etc. Informative days are held in all the PES Local Employment Offices at least once a week. PES also organizes various information activities for Ukrainian civilians (see Section 2.4.).

Career guidance consultations:

Career guidance consultations are aimed at providing assistance to the unemployed, job seekers and people at risk of unemployment in determining professional compatibility, planning career and retraining. The services provided individually or in groups include consultations on choosing education and career, vocational development, returning to the labour market and changing occupations, assessment of client’s vocational aptitude, interests and preferences, abilities, skills and suitability for a given profession, consultations about effective ways of job search, provision of information about the content and requirements of different occupations, information about educational and training opportunities in Latvia and abroad.

The website *testi.ekarjera.lv[[31]](#footnote-31)* offers career self-assessment tools developed by the PES. It provides online tests designed to help individuals evaluate their skills, interests, and personal traits to support career planning and development. These tools are available to both PES clients and the general public and include: Skills Assessment Test (approx. 25 minutes); Work Environment Suitability Test (approx. 15 minutes). Users can also track their results and apply for career consultations through the platform.

PES portal of CV and Vacancies:

The PES portal of CV and Vacancies <https://cvvp.nva.gov.lv/#/pub/> is the largest vacancy database in Latvia covering all regions of Latvia, where job seekers can register their CV and search for available vacancies by various parameters. At the same time, employers can register their vacancies and search the necessary employees. Additionally, assistance in personnel selection is provided by the PES.

1. **TRAINING PROGRAMMES**

Measures to Increase Competitiveness (basic competencies):

Measures to Increase Competitiveness (MIC) are aimed at promoting the competitiveness of the unemployed, job seekers and people at risk of unemployment in the labour market. MIC include 4-40 acad. hours courses, including e-learning courses for acquiring job seeking methods and the necessary abilities and skills demanded in job-finding, e.g. CV writing, interview skills, communications skills, networking, negotiation, motivation, financial literacy, psychological support, etc.

Reskilling and Upskilling training programmes:

Vocational training and non-formal training programmes are organized by the PES in co-operation with educational institutions and employers mostly for registered unemployed and job-seekers. However, certain training areas such as truck and vehicle training, non-formal ICT learning, foreign languages as well acquisition of the state language levels (A2, B1, B2, C1, C2) since Q4 2022 are provided also to people at risk of unemployment.

The length and costs of training programmes may vary:

* from 60 to 159 hours for non-formal training programmes. ICT (based on the level of DigComp) and foreign language courses; Latvian language courses; Vehicle and Truck driver courses; (the value of a voucher does not exceed EUR 360 for ICT and language courses, EUR 640-1100 for specific driving courses);
* EUR 440 for advanced vocational training (vocational in-service training programmes) to reach vocational proficiency/a certificate for professional skills;
* EUR 660 for 480-hour programmes[[32]](#footnote-32) at EQF Level 2; EUR 880 for programmes at EQF Level 3; EUR 1,340 for programmes at EQF Level 4

Participation in programmes may last up to 6 months – full-day participation (8 hours) is usually applied. Simple or low-skilled occupations are excluded from the list of training programmes. An unemployed person may participate in vocational training programmes once in two years and in non-formal programmes not more often than three times a year, except in State language courses where a person may participate twice in a single level of programme.

Participants are also receiving financial support during training – EUR 5 day stipend. The following additional expenses are also covered by the PES: training place adaptation for persons with disabilities, the involvement of care personnel for persons with disabilities such as assistants, silent language experts etc. and other related expenses.

If an unemployed person interrupts participation or do not pass the final exam in 90 days after the training course with no valid reason, he/she must cover to the PES the expenses for mobility support and the stipend and may not be involved in any other training programmes for the period of 24 months.

The training system for unemployed individuals is continuously improved by enhancing quality assurance and monitoring criteria, and by making the training voucher system more inclusive, particularly for priority target groups. For example, unemployed individuals can receive a financial incentive for undergoing the assessment of professional competences acquired outside the formal education system.

Apart from the above-mentioned support, an additional “Future skills initiative” was introduced – training on online learning platforms via massive online learning platforms (MOOC). The aim of the “Future skills initiative” is to diversify the offer of training courses and meet the needs of all groups of unemployed and employed at risk of unemployment. The aim is also to offer online courses, focus on studies on open online course, to ensure continuity of the training process, and the possibility to shift from full-time/face-to-face training programmes to flexible training forms.

The training areas to be co-financed in MOOCs: Business; Computer science; Data science; Information Technology as well as the field of "Management" and specifically defined transversal or soft skills (e.g. communication and collaboration skills, learning abilities, and methods; self-organization and time management, etc.). The most popular platforms and fields of education demanded by PES clients are related to ICT, business, data science, and professional language learning in platforms such as Coursera, edX, FutureLearn, etc.

Platforms must comply with a set of criteria of the Cabinet of Ministers Regulation. E.g. in order to ensure the quality of the study offer, at least 10 of the higher education institutions hosted on the platform must be included in the World University Ranking (published at https://www.timeshighereducation.com/). Cross sectoral communication campaigns have been organized in order to promote PES-supported courses on online learning platforms (since 2023, with licenses provided by Coursera, in Google free of charge, or other online platforms based on previously described criteria).

On-the-job training:

Training at the employer is organized to prepare a specialist demanded by the employer. Within the measure acquisition of a new profession can be organized that lasts in total for up to three months. This training is organized only for registered unemployed.

The PES in co-operation with employers carries out the selection of unemployed persons to be involved in the practical training in conformity with the qualification requirements stated by the employer. The suitability of a person is determined by the employer.

The employer must pay at least a monthly minimum wage for a person. An unemployed person may be involved in such kind of training only once in two years.

The PES covers 60% of the national minimum monthly wage (EUR 740 in 2025). The employer shall ensure:

* the renewal of work skills and professional abilities or the acquisition of a new profession by organizing the necessary theoretical and practical training and by providing the necessary knowledge regarding the professional duties and the basic requirements related to the fulfilment thereof;
* a qualified supervisor, who shall help a person to strengthen the work skills, professional abilities and knowledge (EUR 10 for each day of practical training of the unemployed person);
* the ability to carry out the relevant professional obligations and basic tasks after the completion of the practical training.

The PES covers additional expenses related to the adaptation of a workplace for a person with disabilities not exceeding EUR 1 000 per workplace. Expenses for health examinations (up to EUR 50) and individual protective equipment (if appropriate) up to EUR 100 can also be covered by the PES.

1. **EMPLOYMENT PROGRAMMES**

Subsidised employment for the most vulnerable groups of unemployed:

Measures for the most vulnerable groups are aimed at helping the unemployed understand labour market requirements and promote the unemployed person inclusion in society and settling in the permanent job by employing unemployed persons in subsidised jobs. The target group of the measure are vulnerable groups of unemployed, including persons with disability or predictable disability, long-term unemployed, refugees and persons with alternative status, persons aged 55 years and more, unemployed persons under the age of 29 years (including) who has graduated from the special education programme or after serving imprisonment or probation clients.

The employer may be a private company (except for medical institutions and education establishments implementing educational programmes), self-employed persons, societies or foundations (except for political parties).

Employer provides a qualified work supervisor for each participating unemployed person that assists the unemployed person in acquiring the basic skills and abilities required for work (the involvement of the supervisor may be different and depends on the complexity of work to be done, unemployed person profile (more extended involvement in the case of persons with disabilities and young unemployed) and other characteristics).

The financial support for employing unemployed persons is usually granted for a period up to 12 months, but for disabled unemployed (I and II disability group) and unemployed persons under the age of 29 years (including) who has graduated from the special education programme - up to 18 months. Support includes monthly wage subsidy for an unemployed person which equals 50% of the minimum monthly wage or 80% for the unemployed person of pre-retirement age or 100% for the unemployed with disability, but it cannot exceed the minimum monthly wage set by the government (EUR 620 in 2023; EUR 700 in 2024; EUR 740 in 2025). If the employer employs a person with disabilities in a workplace requiring low qualification, monthly wage subsidy cannot exceed 1.5 minimum monthly wage and equals to the minimum monthly wage (EUR 620 in 2023; EUR 700 in 2024; EUR 740 in 2025).

Additional expenses for work supervisors, working place adaptation for persons with disabilities, the involvement of different experts, such as assistants, silent language experts etc. are covered by the PES.

The employer (except for societies or foundations) has an obligation to continue the employment of an unemployed person at least for 3 months after the termination of the subsidy period or compensate to the PES expenses of the 3-month subsidy if employment is terminated without any reasonable ground.

Paid temporary public works:

Paid temporary public work is an active labour market measure for unemployed persons to acquire and maintain work skills by performing socially beneficial work. Paid temporary public work is offered by municipalities, societies or foundations without the intention of gaining profit.

Main features of public works in Latvia are the following:

* + From 8 December 2023 the measure targets the most disadvantaged groups of unemployed – long-term unemployed, persons with disability, persons at pre-retirement age (not more than 5 years before retirement), persons after serving imprisonment or probation clients, ethnical minorities Roma. To be eligible for participation in the activity, the unemployed person shall not receive unemployment benefit or old-age pension.
  + The jobs are non-commercial activities in areas that are additional to tasks currently carried out by the local governments. A list of indicative jobs to be carried out by the unemployed is as follows:
    - * cleaning and improvement of municipal territories (parks, streets, municipal buildings, tourism areas etc.),
      * improvement of graveyard territories,
      * repairs of municipal buildings and communications,
      * cleaning and improvement of roadsides,
      * preparation of firewood,
      * auxiliary works in the social care sector,
      * auxiliary works in municipal institutions (schools, kindergartens, libraries, cultural centres etc.).
  + Substitution of workers is prohibited. Workplaces should be newly created, or they have to be vacant for at least 4 months. Besides, the unemployed cannot have previous work experience in the body providing a workplace (at least for 12 months before participation in the activity).
  + An unemployed person shall be involved in the temporary paid work for not more than four months during 24 months (consecutively or with interruptions). An unemployed person may be involved in the measure repeatedly. Participants can have 2 days per month off to actively search for a job under the guidance of the PES or individually having an obligation to inform the PES on results of a job-search process. These 2 days can also be used for participation in the PES short-term measures, like individual counselling, group sessions on job search methods and basic skills needed in the labour market.
  + Daily temporary public work may not exceed 6 hours. For performing paid temporary public work the unemployed person receives a monthly remuneration of EUR 300. Also, social insurance contributions are made for them to cover the pension insurance and participants are insured against accidents at work. Expenses for mandatory health checks are covered for participants of the programme. Monthly subsidy for one paid temporary public work coordinator in the municipality is paid in an amount of EUR 100 depending on the days of actual employment.

Workplace skills experience programme in NGO:

Considering the limited amount of newly created workplaces and realizing that not all companies can provide work experience schemes, an additional measure is aimed at supporting the acquiring of basic workplace skills in non-governmental organizations (NGO). The aim is to give an opportunity to gain work experience for up to 6 months for the unemployed age 18 – 29 or up to 12 months for the unemployed with disability in NGOs. The unemployed participate 20 - 40 hours weekly and within the measure the unemployed receives a daily stipend – 15 EUR, support of a qualified work supervisor. Within the measure the mandatory State social insurance contributions for the pension insurance are paid as well. The life and health of all participants are insured in case of any accidents may occur.

Entrepreneurship and self-employment:

Measures to facilitate the start-up of business activities and self-employment are aimed at providing consultative and financial support helping unemployed persons who have expressed a wish to the PES to commence commercial activity or self-employment.

The measure includes consultations on developing and implementing a business plan, business grant up to EUR 5 000 depending on the approved budget estimate during the first year of implementation of a business plan and up to EUR 5 000 afterwards if a business expert provides positive conclusion. Monthly subsidy for the first six months of business plan implementation in the amount of EUR 750 is provided as well.

Summer employment for pupils

Measure "Employment measures during the summer holidays for persons in general, special or vocational education" promote short-term employment for pupils during the summer holidays in publicly-funded workplaces, giving them the opportunity to acquire skills, competences and experience.

Participants are pupils aged 15 to 20 (inclusive) studying in general, special or vocational education institutions.

The measure is implemented during the school summer holidays from 1 June to 31 August.  The pupil participates for one month, in some cases for up to two months.

The rules for organising the event mean that the pupil can agree with a specific employer on the place and time of work before registering for the event. If the pupil has not made an agreement with any employer, he/she will be informed by phone or email in the order of application registration about the possibility to apply for the vacancies.

Pupils earn as agreed in the employment contract, but at least the national minimum wage for full-time work per month, provided that a pupil aged 15-18 is employed for a maximum of 7 hours per day and a maximum of 35 hours per week, and a pupil aged 18-20 (inclusive) is employed for 8 hours per day and 40 hours per week.

The employer will provide a supervisor during working hours and, in the cases provided for in the legislation, paid compulsory health checks. The PES insures participants against accidents at work.

1. **OTHER MEASURES**

Measures aimed at unemployed with addiction problems:

Support measures for the unemployed with addiction problems are aimed at treating the dependence on alcohol, narcotic or psychotropic drugs and behavioural processes (e.g. gambling) through the Minnesota 12 Step Programme (28 -day treatment), thus promoting a sooner entrance in the labour market. The target group of the measure are unemployed persons that have received a narcologist’s conclusion for alcohol, narcotic or psychotropic drug, or behavioural process dependence.

Promotion of regional mobility:

The regional mobility support is available to unemployed who start employment at least 15 km far from a declared residence place.

The regional mobility support for covering transportation costs (if the distances does not exceed 110 km) or living costs is available also in various labour market policy measures - in subsidized employment and for training if working place or training institution is at least 15 km far from a declared residence place. An amount of support depends on real costs of transportation or living - a person shall submit to the PES all documents justifying expenses. The maximum amount of support is up to EUR 200 per month for rent and EUR 10 per day for transportation (during all training period or first 4 months if a person starts labour relations (both, normal ones or subsidized by the PES)).

**Funding**

According to EUROSTAT data, public expenditures on labour market policies[[33]](#footnote-33) remain below 1% of GDP. Due to the need to address the consequences of the COVID-19 crisis, they increased in 2020, but already decreased in 2021.

Figure 5: Total lmp expenditures (category 1-9) in Latvia in millions of euros and in % of GDP (*Eurostat)*

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Year** | **2013** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** | **2020** | **2021** | **2022** | **2023** |
| % of GDP | 0,55 | 0,55 | 0,56 | 0,64 | 0,59 | 0,58 | 0,57 | 0,64 | 0,48 | 0,47 | 0,51 |
| Mill. euro | 125,97 | 129,78 | 135,39 | 160,00 | 160,08 | 169,73 | 173,34 | 192,28 | 162,11 | 181,54 | 205,52 |

Although in 2012 – 109,7 million EUR were allocated to labour market policies (including unemployment benefits), in 2023 – 205,5 million EUR (2022 – 178,3 million EUR, 162,1 million EUR in 2021)[[34]](#footnote-34), the bulk of this increase comes from unemployment benefits and is related to increase of average wage.

Involvement of registered unemployed in ALMP measures is based on an individual approach, and a profiling system is used to set the most suitable measures in such a sequence as to ensure a fast and sustainable integration into the labour market. According to the PES data, 66 945 unemployed participated in at least one PES measure in 2024 (123 961 participations).

# **YOUTH GUARANTEE PROGRAMME AND THE PES**

Youth situation on the labour market

In the long term, over the past 10 years, there has been a significant decrease in both the number and share of young people who are not in education, employment, or training (NEET), as well as in the number of unemployed youth (excluding the years of the COVID-19 pandemic, when indicators slightly worsened). In the short term, however, during 2024 and especially towards the end of the year, NEET and unemployment rates among young people slightly increased, although a downward trend reappeared in the first quarter of 2025. This trend — a decline in employment levels and an increase in unemployment and the number and rate of NEET youth — was also observed for other age groups on the labour market. In 2024, a decrease in the number of economically active population, including young people, was observed, along with an increase in economically inactive population, particularly among those who have lost hope of finding a job.

At the same time, in recent years, there has been a significant increase in the number of young people who want to find work. This indicates that some young people, who were previously economically inactive, are now becoming unemployed and resuming their job – search activities. However, the number of young people who do not want to work has also increased. This trend, observed across Europe, shows that some young people are postponing job - search activity, as they have the opportunity not to work (e.g., receiving income from other family members), or there are other factors discouraging them from entering employment — such as unsatisfactory working conditions, level of pay, working hours, etc.

According to the CSB data[[35]](#footnote-35), in 2025 in Latvia, there were 268,1 thousand young people aged from 15 to 29 years (decrease by 25% in past 10 years), and 69% or 187,6 thousand of them were aged from 15 to 24 years. During the last 20 years, the number of young people aged 15-29 years has decreased by almost 47% (503,9 thousand young people in 2001). As a positive trend, it can be mentioned, that the number of young people in the age group 15-24 years is increasing in 2025.

According to Eurostat data[[36]](#footnote-36), 29 thousand young people aged 15-29 years in 2024 were NEETs (92 thousand in 2010). The NEET rate in 2024 was 10,7% comparing to EU average 11,1%. Q1 2025 was 12,1%, comparing to EU average – 11,2%. Out of all NEETs 50% (16 thousand) were looking for a job and 50% (16 thousand) remained inactive (for the age group 25-29 years – mostly women, partially on parental leave).

Youth employment rate[[37]](#footnote-37) (15-29 years) in 2024 was 45,2%, comparing to EU average – 49,5. Q1 2025 was 42,8%, comparing to EU average – 49,2%. More and more young people choose to continue their education instead of starting a career.

Youth unemployment rate[[38]](#footnote-38) (15-29 years) in 2024 was 11,2%, compared to EU average – 11,4%). Q1 2025 was 12,6%, comparing to EU average – 11,6%.

Youth Guarantee programme

Youth Guarantee (YG) programme in Latvia is implemented since the beginning of 2014, with revisions being made in 2019 and 2023. The primary aim of the YG in 2014 was to establish a long-term and comprehensive approach on timely activation of all young people, both registered via PES, but also inactive, by providing job-search support, employment and training measures or returning into an education system. The YG programme was implemented according to the Youth Guarantee Implementation Plan[[39]](#footnote-39) submitted to the European Commission at the end of 2013 and all initially planned activities were also practically implemented in Latvia as preliminary planned.

Since 2019 support measures to young NEETs were mainstreamed into general-purpose PES ALMP measures, simultaneously the Agency for International Programmes for Youth (AIPY) continued to implement project “KNOW and DO!” for inactive young NEETs [[40]](#footnote-40) (2nd faze of the project was launched in 2024).

The YG measures are also aimed at young people, facing multiple barriers to the labour market. For example, PES specialized services are available for young people with disabilities (additional support for attracting work supervisors, work or education place adaptation, the involvement of different experts, such as assistants, sign language interpreters etc.).

According to the European Commission’s yearly monitoring data[[41]](#footnote-41), in 2023 on average, two fifths (41.7%) of those registered in the YG at any point during 2023 had been registered for more than 4 months, this indicator is below (better than) the EU average (53.6%) and shows a better result comparing to the previous two years. Nearly two thirds (64.9%) of those leaving the Latvian YG within the 4-month target period during 2023 went to positive destinations.

In recent years YG impact evaluations and studies were not conducted, and links for more earlier studies are included in the footnote of this document[[42]](#footnote-42).

As mentioned above, the support for young NEETs, especially unemployed, mainly is provided through ALMPs implemented by the PES (see information in Chapter 3). The PES provides employment support to young people starting from the age of 15. However, in general, youth aged 15 to 17 are profiled primarily for acquiring additional qualifications and skills. For certain measures that involve support for job creation (e.g., subsidized employment programs, acquisition of work-related skills in NGOs), the minimum age requirement for participation is higher — starting from 18 years.

On average, between 9 000 and 11 000 young people participate in PES support measures annually, and the funding allocated for implementing these measures amounts to approximately EUR 6–8 million per year, which represents around 14–16% of the total funding for employment support measures.

In 2024, young people aged 15–29 participated in more than 30 000 ALMP measures offered by the PES, including vocational guidance services (7 789 participants), training measures (4236), workplace skills experience programme in NGO and tertiary education institutions (336), regional mobility measures (609), employment measures during the summer holidays for persons who receive education in general, secondary special or vocational education institutions (10 405), subsidized employment measures (32), on-the-job training (63), paid public works (74), business start-up measures (41), treatment of addiction, psychological support (244). In addition, 5 883 young people completed e-career self-assessment tests, 4521 individuals took part in information days, and 223 young people participated in EURES activities.

Figure 6: The number of participants (registered unemployed aged 15-29 years) in PES ALMP measures in 2019-2024 (*PES)[[43]](#footnote-43)*

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ALMP measures** | **2019** | **2020** | **2021** | **2022** | **2023** | **2024** |
| Vocational training measures | 611 | 472 | 416 | 1 516 | 7 914 | 334 |
| Non-formal training (languages, IT skills, driver licences) | 1 624 | 1 466 | 1 694 | 1 824 |
| On-the-job training | 199 | 167 | 120 | 107 | 63 |
| Short-term training measures consultations | 2 154 | 823 | 16[[44]](#footnote-44) | - | 806 |
| Online training measures, incl. MOOC | - | 455 | n/a | 746 | 1 002 |
| Subsidized employment measures | 144 | 216 | 289 | 289 | 78 | 32 |
| Paid public works | 320 | 267 | 374 | 284 | 220 | 74 |
| Support to long-term unemployed | 637 | 156 | 116 | 119 | 160 | - |
| Business start-up measures | 20 | 18 | 13 | 13 | 43 | 41 |
| NGO work experience measures | 409 | 544 | 500 | 583 | 300 | 336 |
| Regional mobility measures[[45]](#footnote-45) | 49 | 18 | 40 | 395 | 578 | 265 |
| First work experience for schoolers during summer | 7 078 | 4 905 | 7 921 | 9 751 | 10 139 | 10 405 |

Work with young people at the PES involves profiling and identifying each individual's abilities, skills, competencies, and experience in the labour market.

Each year, the PES also organizes nationwide events and campaigns in which young people actively participate, such as career weeks, digital skills weeks, open door days for persons with disability, job fairs, and other informational events held both in person and online — for example, meetings with potential employers.

The aim of the AIPY project “Proti un dari!” (“Know and Do!”) is to develop the skills of young people aged 15 to 29 who are not in education, employment, or training (NEET), and to promote their involvement in education — including vocational training with a master craftsman — employment, active labour market policy measures implemented by the PES, as well as in the activities of non-governmental organizations or youth centres.

Within the project, economically inactive young people have access to mentor support (at least 20 hours per month), non-formal and informal learning, consultations with specialists (psychologists, career counsellors, sign language interpreters, assistants, etc., excluding medical personnel), participation in camps, seminars, sports activities, cultural events, volunteering, involvement in NGO and youth centre activities, events and projects, exploration of professional fields — including company visits to help choose a future profession — and other activities.

From 2024 to 2028, the AIPY is implementing this project across Latvia in cooperation with city or municipal governments or associations of municipalities (project partners), state and municipal institutions (e.g., social services), associations, foundations, youth centres, social partners, and entrepreneurs. The total project funding amounts to EUR 5,5 million (including EUR 4,7 million from the ESF Plus), and the plan is to involve a total of 1 895 young people aged 15–29 in various support measures. By the end of February 2025, 368 young people had already been involved in the project.

# **ACTIVE AGEING STRATEGY**

Over the past decade, the age structure of Latvia’s labour market has shifted significantly, with older individuals continuing to contribute actively to the economy. These demographic changes have fostered evolving attitudes, though age-related stereotypes persist and must still be addressed.

Latvia is gradually increasing the statutory retirement age. Since 2014, the retirement age for men and women has risen by three months per year—from 62 years—until reaching 65 in 2025. This adjustment supports longer labour market participation.

Current demographic trends, particularly ageing and depopulation within the working-age population, highlight the need to use existing labour force potential efficiently. Despite relatively high labour market participation among older individuals, barriers remain: limited mobility between jobs, challenges in re-entering the workforce, persistent stereotypes among employers, and constraints related to education, health, and caregiving responsibilities.

Older workers face significant challenges, including gender disparities, ageism and the ongoing need for upskilling in labour market. Addressing these issues calls for targeted support—focusing on both employed and unemployed older individuals—and recognizing employers’ important role in promoting active ageing.

Engaging older adults in education and training is crucial for maintaining relevant skills and meeting labour market demands. Lifelong learning helps individuals adapt to technological changes, improves job satisfaction and productivity, and reduces skill gaps across ageing populations. As society evolves, traditional education models must become more open and flexible for learners of all ages. Educational institutions are therefore encouraged to offer innovative, personalized learning opportunities, with a focus on digital skills that enhance older individuals’ employability.

For the pre-retirement age group, health and disability issues remain significant barriers to employment. Since health challenges often reduce work capacity, promoting well-being among older people is vital. Raising awareness about healthy lifestyles—such as balanced nutrition, regular physical activity, and preventive health screenings—can help individuals maintain their work ability and actively participate in safeguarding their health.

The conceptual report “Active Ageing Strategy for longer and better working lives in Latvia” was adopted by the Cabinet of Ministers on 6 September 2016. Target group covered by the measures was set as older people aged 50+, especially till retirement age, who face significant barriers to enter the labour market.

The following priorities were set:

– Employment: inclusive labour market for older people;

– Education: educated and knowledgeable older workers responding to changing labour market conditions;

– Health: healthy and physically active older people, who can remain active and independent for as long as possible;

– Social protection: socially protected older workers.

The conceptual report aimed to improve conditions for active ageing, extend working lives, and contribute to Latvia’s overall economic development. Social partners are actively engaged in shaping Latvia’s Active Ageing Policies and regularly provide input on strategic approaches.

To reduce the risk of unemployment among older people and pursue the targets set out in the Active Ageing Strategy, an ESF co-funded project aimed at retaining work ability and promoting the employment of older workers (aged 50 and above) was implemented from January 2017 to August 2020 by the PES, in cooperation with social partners— ECL and the Latvian Free Trade Union Confederation. The project was relaunched in 2025 with an expanded target group and an additional partner—the Institute of Occupational Safety and Environmental Health.[[46]](#footnote-46)

The main activities of the project focus on identifying the needs and challenges of the target group (employees, including those aged 45 and over, employers, occupational safety professionals and students in vocational education institutions) as well as raising public awareness:

* Support for a safe working environment and workplaces (Development of in-depth methodologies for assessing ergonomic and psycho-emotional risks in the working environment; Organization of educational and consultative activities aimed at improving working conditions and the work environment; Conducting mandatory health check-ups for employees aged 45 and over; Adapting workplaces for employees aged 45 and over);
* Awareness-raising measures that inform and educate the society about the trends of ageing and possible solutions for longer working lives;
* Measures to ensure communication and visual identity standards.

Employers are especially encouraged to implement active ageing practices, promote healthy behaviours, and create inclusive, adaptable working environments. Research also suggests that mentally stimulating and varied work contributes to higher cognitive function in older adults.

In 2024 registered 14 954 unemployed over the age of 50 became employed, 2 577 (17,2%) found work after participation in PES support measures (excluding informative days).

Figure 7: Participation of persons aged 50+ in ALMP measures in 2024 (one person can participate in several measures) (*PES)[[47]](#footnote-47)*

|  |  |
| --- | --- |
| **ALMP measures** | **Number of participations** |
| **JOB SEARCH ASSISTANCE AND GUIDANCE** |  |
| Carrier guidance consultations | 14 957 |
| Determination of professional aptitude | 29 |
| Emotional stress therapy, Psychologist consultations | 1 116 |
| Support measures for persons with addiction problems (Minnesota) | 29 |
| **TRAINING PROGRAMMES** |  |
| Measures to enhance competitiveness (basic skills for labour market) | 1 805 |
| Vocational training | 380 |
| Non-formal training programmes, including: | 1 617 |
| Languages - English | 325 |
| IT skills | 635 |
| Latvian language | 378 |
| Vehicle driver courses | 157 |
| Tractor driver courses | 120 |
| Online training measures, incl. MOOC (Coursera, Google, etc.) | 133 |
| On-the-job training | 40 |
| Support for the assessment of professional competence | 12 |
| **EMPLOYMENT PROGRAMMES** |  |
| Subsidized employment measures | 431 |
| Paid public works | 1 350 |
| Work in the non-governmental sector | 170 |

# **LABOUR MARKET FORECASTING SYSTEM**

Until 2025, short-term labour market forecasts were prepared by the PES. However, the labour market forecasting system has since been consolidated through decisions made by the Human Capital Development Council. As a result, the Ministry of Economics (MoE) is now responsible not only for medium- and long-term labour market forecasts, but also for short-term labour market forecasting. Meanwhile, the PES continues to play a key role in evaluating and monitoring active labour market policy (ALMP) measures, with a focus on impact assessments and aligning ALMP measures with short-term labour market forecasts. This also includes conducting express surveys of employers to gather up-to-date labour market information. The PES also continues to prepare information needed for short term labour market forecasting. In July 2025, the MoE prepared Informative Report on medium and long-term labour market forecasts. The Report describes the current situation in the labour market and includes medium-term labour market forecasts up to 2030 and long-term labour market forecasts up to 2040, updated by the MoE. These labour market forecasts are based on economic development and demographic scenarios, which were developed by the MoE. This report is translated also in English and published on the MoEs web page[[48]](#footnote-48).

In order to ensure effective dissemination of labour market forecasts the PES in cooperation with MoE has created a WEB-based labour market forecasting analysis platform (part of anticipation system). It was launched in August 2021:

* <https://prognozes.nva.gov.lv/lv> (short-term labour market forecasts)
* <https://prognozes.em.gov.lv/lv> (medium-term and long-term labour market forecasts).

Those platforms provide information about demand for occupations and skills categorized by sectors of the national economy in the short term, in the medium term and the long term, as well as information for better informed educational and career choices.

# **SUPPORT TO SOCIAL ENTREPRENEURSHIP**

The Social Enterprise Law came into force in 2018. The objective of this Law is to improve the quality of life and to promote employment for groups at risk of social exclusion, through the creation of an economic environment that supports social enterprises.

A social enterprise as defined in the Law is a limited liability company which, in accordance with the procedures laid down in the Law, has been granted the status of a social enterprise and which performs the economic activity that creates a positive and important social impact by employing the target groups or improving life quality of groups in society the life of which is affected by fundamental societal challenges (for example, provision of social, health care, or education services, and also production of specialised goods), or carrying out any other activities of relevance to society that create a lasting positive social impact (for example, formation of an inclusive civil society, support for science, environment protection and conservation, protection of animals, or ensuring of cultural diversity).

The Commission for Social Enterprises is established to provide a motivated opinion to the MoW on the compliance of the applicant with the status of a social enterprise.

A decision to grant the status of a social enterprise is taken by the MoW. The Register of Social Enterprises is maintained by the MoW and published on its website. The MoW is also responsible for monitoring of social enterprises.

264 companies were active in the Social Enterprise Register in June 2025.

More information on legal framework for social entrepreneurship in Latvia in English available here: <https://www.lm.gov.lv/lv/social-entrepreneurship>.

The European Social Fund co-funded project “Support for Social Entrepreneurship” was implemented by the MoW in 2016–2023. The purpose of the project was to verify solutions for supporting social enterprises, and the total financing comprised 16,5 million EUR for the period 2016–2023. The project included awareness-raising measures about social entrepreneurship, as well as the development and enactment of a support system for social enterprises. The latter included consultations and financial grants for social enterprises, both start-ups and already operating companies, and wage subsidies for employing vulnerable groups. The social enterprises have received 204 grants totalling EUR 12,2 million.

In 2024, a follow up project “Support for Social Entrepreneurship” was launched by the MoW. The purpose of the project is to support the creation and development of social enterprises in order to improve the quality of life of the society, to increase employment opportunities for population groups at risk of social exclusion, to strengthen the sustainability of the social enterprise ecosystem and promote the development of social entrepreneurship in general. So far, 75 grants for EUR 4,2 million have been committed to social enterprises in June 2025. The project will be implemented in the period of 2024–2029 and financed by the European funds and Latvian national budget, in the total amount of EUR 12 million.

The Social Entrepreneurship Association of Latvia (SEAL) was founded in autumn 2015 and is a non-governmental organization founded by organizations, enterprises and individuals who are promoting social entrepreneurship in Latvia.[[49]](#footnote-49)

The SEAL operates in three main directions:

1. Advocacy of interests at local, regional and national levels. The SEAL participated in the development of the Law on Social Enterprise, representative of the SEAL is currently in the Commission for the Status of Social Enterprises at the MoW. The SEAL also focuses its attention on social entrepreneurship opportunities at the Latvian level, as well as participates in the development of a social entrepreneurship support system. SEAL also works with other regional and national decision-makers and policy-makers to create a supportive environment for social entrepreneurship in Latvia.

2. Improvement of the capacity of members, development of the experience and knowledge sharing platform. In various ways, SEAL helps their members to achieve better their goals by providing joint activities, fast and effective information exchange, up-to-date information on finance and cooperation opportunities, and counselling support. SEAL promotes the goods and services for their members in various ways, for example by collecting information about the member’s offer, introducing with useful partners.

3. Information of society about social entrepreneurship. The SEAL takes part in various events to inform the broader community about the opportunities offered by social entrepreneurship. SEAL has created a network of social entrepreneurship ambassadors in the regions of Latvia. SEAL maintains the largest source of information in the Latvian language about social entrepreneurship – [www.sua.lv](http://www.sua.lv).

# ANNEXES

Annex 1: Employment and unemployment rate for those aged 15-64 *(Eurostat, %)*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Year** | **LV employment rate** | **EU average employment rate** | **LV unemployment rate** | **EU average unemployment rate** | **LV average registered unemployment rate (PES data)** |
| 2000 | 57,4 | 63,2 | 14,5 | 8,5 | 8,4 |
| 2005 | 62,1 | 63,3 | 10,2 | 9,1 | 7,4 |
| 2010 | 58,5 | 64,1 | 19,9 | 9,7 | 14,3 |
| 2015 | 68,1 | 65,6 | 10,1 | 9,6 | 8,7 |
| 2020 | 71,6 | 67,5 | 8,4 | 7,2 | 7,6 |
| 2021 | 69,9 | 68,4 | 7,9 | 7,1 | 6,7 |
| 2022 | 71,3 | 69,8 | 7,1 | 6,3 | 6,2 |
| 2023 | 71,4 | 70,4 | 6,8 | 6,1 | 5,7 |
| 2024 | 71,2 | 70,8 | 7,3 | 6,0 | 5,7 |

Source: <https://ec.europa.eu/eurostat/databrowser/view/lfsi_emp_a__custom_17752375/default/table>

<https://ec.europa.eu/eurostat/databrowser/view/lfsa_urgan__custom_17752524/default/table>

<https://www.nva.gov.lv/lv/bezdarba-statistika>

Annex 2: Economic activity rate for those aged 15-64 *(Eurostat, %)*

|  |  |  |
| --- | --- | --- |
| **Year** | **Latvia** | **EU average** |
| 2000 | 67,1 | 69,0 |
| 2005 | 69,1 | 69,6 |
| 2010 | 73,0 | 71,0 |
| 2015 | 75,7 | 72,5 |
| 2020 | 78,2 | 72,7 |
| 2021 | 75,8 | 73,6 |
| 2022 | 76,8 | 74,5 |
| 2023 | 76,6 | 75,0 |
| 2024 | 76,7 | 75,3 |

Source: <https://ec.europa.eu/eurostat/databrowser/view/lfsi_emp_a__custom_17752589/default/table>

Annex 3: Employed by economic activity (NACE Rev. 2.) *(CSB, %)*

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** | **2020** | **2021** | **2022** | **2023** | **2024** |
| A Agriculture, forestry and fishing | 7,5 | 7,9 | 7,7 | 6,9 | 7,0 | 7,3 | 7,2 | 6,8 | 6,8 | 6,7 | 6,9 |
| B-E Industry | 15,6 | 15,6 | 16,7 | 16,2 | 15,4 | 14,8 | 15,0 | 15,2 | 15,5 | 15,0 | 14,5 |
| F Construction | 8,3 | 8,0 | 7,4 | 7,0 | 8,2 | 8,9 | 8,6 | 8,4 | 8,1 | 7,9 | 7,4 |
| G-I Trade, accommodation and food service activities | 18,3 | 17,8 | 17,3 | 18,0 | 18,9 | 18,6 | 17,9 | 18,3 | 18,8 | 17,7 | 17,2 |
| H-J Transportation, storage, information and communication | 12,6 | 12,4 | 12,0 | 12,1 | 12,1 | 11,0 | 11,3 | 11,8 | 12,2 | 13,0 | 12,8 |
| K-N Financial, insurance, scientific and administrative activities; real estate activities | 11,2 | 11,4 | 11,4 | 11,9 | 11,5 | 11,8 | 11,9 | 10,9 | 10,6 | 11,2 | 11,3 |
| O Public administration and defence, compulsory social security | 6,6 | 6,6 | 7,0 | 7,0 | 6,5 | 7,0 | 7,1 | 7,3 | 7,1 | 6,5 | 7,3 |
| P Education | 9,6 | 9,3 | 9,1 | 9,2 | 9,2 | 9,2 | 9,1 | 9,5 | 9,3 | 9,3 | 8,8 |
| Q Human health and social work activities | 5,9 | 6,2 | 6,0 | 6,2 | 6,1 | 6,4 | 6,4 | 6,8 | 6,7 | 7,3 | 8,2 |
| R-U Other activities | 4,5 | 4,7 | 5,3 | 5,4 | 5,0 | 5,0 | 5,4 | 4,9 | 4,6 | 5,1 | 5,5 |

Source: <https://data.stat.gov.lv/pxweb/en/OSP_PUB/START__EMP__NB__NBLA/NBL040/>

Annex 4: Employed by age group *(CSB, %)*

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Age group** | **2014** | **2015** | **2016** | **2017** | **2018** | **2019** | **2020** | **2021** | **2022** | **2023** | **2024** |
| 15-24 | 7,8 | 7,7 | 7,0 | 6,6 | 6,3 | 6,0 | 5,7 | 5,6 | 6,2 | 6,4 | 6,4 |
| 25-34 | 24,2 | 24,5 | 24,4 | 24,3 | 23,4 | 22,9 | 21,9 | 21,3 | 20,2 | 19,0 | 18,3 |
| 35-44 | 23,8 | 23,5 | 23,5 | 23,1 | 23,4 | 23,6 | 23,6 | 23,9 | 24,6 | 25,0 | 25,2 |
| 45-54 | 24,6 | 23,8 | 23,5 | 23,8 | 23,6 | 23,4 | 23,8 | 23,8 | 23,3 | 23,3 | 23,2 |
| 55-64 | 16,6 | 17,4 | 18,2 | 18,5 | 19,3 | 19,8 | 20,4 | 20,6 | 20,5 | 20,6 | 20,8 |
| 65-74 | 2,9 | 3,1 | 3,5 | 3,7 | 4,0 | 4,4 | 4,6 | 4,9 | 5,2 | 5,7 | 6,0 |

Source: <https://data.stat.gov.lv/pxweb/en/OSP_PUB/START__EMP__NB__NBLA/NBL020/>

Annex 5: Professional status of employed working in the main job *(CSB, %)*

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **2019** | | **2020** | | **2021** | | **2022** | | **2023** | | **2024** | |
| men | women | men | women | men | women | men | women | men | women | men | women |
| Employees | 86,7 | 90,1 | 85,4 | 89,1 | 84,5 | 89,6 | 84,1 | 89,2 | 83,9 | 89,3 | 84,0 | 88,6 |
| Employers | 5,4 | 2,8 | 5,8 | 3,5 | 6,5 | 2,9 | 6,7 | 2,6 | 6,9 | 3,1 | 7,1 | 3,0 |
| Self-employed | 7,2 | 6,6 | 8,1 | 7,0 | 8,3 | 6,9 | 8,4 | 7,6 | 8,1 | 7,0 | 8,1 | 7,5 |
| Family workers | 0,7 | 0,5 | - | - | 0,7 | 0,6 | 0,8 | 0,6 | 0,7 | 0,5 | 0,8 | 0,9 |

Source: <https://data.stat.gov.lv/pxweb/en/OSP_PUB/START__EMP__NB__NBLD/NBL070/>

Annex 6: Breakdown of employed persons by occupation *(CSB, %)*

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **2019** | | **2020** | | **2021** | | **2022** | | **2023** | | **2024** | |
| men | women | men | women | men | women | men | women | men | women | men | women |
| Managers | 10,6 | 8,7 | 11,0 | 9,5 | 11,4 | 9,7 | 11,3 | 9,0 | 11,9 | 8,8 | 11,7 | 8,8 |
| Professionals | 11,1 | 23,9 | 13,3 | 25,3 | 12,5 | 26,6 | 14,3 | 26,7 | 14,5 | 26,8 | 14,9 | 28,1 |
| Technicians, associate professionals | 12,1 | 17,1 | 11,9 | 16,5 | 12,4 | 16,3 | 11,9 | 16,2 | 10,6 | 14,9 | 10,3 | 14,4 |
| Clerical support workers | 2,7 | 7,4 | 2,6 | 6,8 | 3,0 | 7,1 | 2,8 | 7,3 | 3,3 | 7,3 | 3,3 | 7,2 |
| Service and sales workers | 7,6 | 21,8 | 7,3 | 21,6 | 7,0 | 19,9 | 6,5 | 21,0 | 6,6 | 22,0 | 7,4 | 21,6 |
| Skilled agriculture, forestry and fishery workers | 4,4 | 2,3 | 4,5 | 1,9 | 4,4 | 1,8 | 4,1 | 2,4 | 4,2 | 2,1 | 4,1 | 2,1 |
| Craft and related trade workers | 20,5 | 3,9 | 19,0 | 4,1 | 19,2 | 4,0 | 19,9 | 3,7 | 18,5 | 3,7 | 18,1 | 3,9 |
| Plant and machine operators and assemblers | 16,7 | 1,8 | 16,3 | 1,7 | 16,0 | 1,9 | 15,9 | 1,7 | 15,7 | 1,8 | 14,8 | 1,8 |
| Elementary occupations | 13,0 | 12,6 | 12,7 | 12,1 | 12,5 | 12,2 | 11,7 | 11,6 | 12,8 | 12,0 | 12,5 | 11,5 |

Source: <https://data.stat.gov.lv/pxweb/en/OSP_PUB/START__EMP__NB__NBLA/NBL080/>

Annex 7: Full-time and part-time employed (15-74 y.o.) *(CSB, %)*

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **2019** | | **2020** | | **2021** | | **2022** | | **2023** | | **2024** | |
| men | women | men | women | men | women | men | women | men | women | men | women |
| Full-time workers | 93,5 | 88,0 | 92,8 | 87,5 | 93,7 | 88,7 | 95,2 | 89,6 | 94,2 | 89,7 | 94,4 | 89,5 |
| Part-time workers | 6,4 | 11,9 | 7,0 | 12,3 | 6,1 | 11,2 | 4,7 | 10,2 | 5,5 | 10,1 | 5,5 | 10,4 |

Source: <https://data.stat.gov.lv/pxweb/en/OSP_PUB/START__EMP__NB__NBLE/NBL100/>

Annex 8: Employed persons working part-time work because of inability to find full-time work (the share in the total number of working part-time) *(CSB, %)*

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | **2016** | **2017** | **2018** | **2019** | **2020** | **2021** | **2022** | **2023** | **2024** |
| Men | 34,9 | 31,9 | 33,8 | 22,0 | 26,0 | 35,7 | 29,4 | 21,4 | 25,4 |
| Women | 32,0 | 29,1 | 27,3 | 22,2 | 18,5 | 30,2 | 29,0 | 25,5 | 24,4 |

Source: <https://data.stat.gov.lv/pxweb/en/OSP_PUB/START__EMP__NB__NBLE/NBL110/>

Annex 9: The minimum wage and the average monthly work remuneration by years *(CSB)*

|  |  |  |  |
| --- | --- | --- | --- |
| **Year** | **The minimum monthly wage on average**  **per year,**  **EUR** | **The average monthly gross work remuneration of employees,**  **EUR** | **The minimum monthly wage as a percentage of the average monthly gross work remuneration for the previous year** |
| 2013 | 284,57 | 716 | 41,5 |
| 2014 | 320,00 | 765 | 44,7 |
| 2015 | 360,00 | 818 | 47,1 |
| 2016 | 370,00 | 859 | 45,2 |
| 2017 | 380,00 | 926 | 44,2 |
| 2018 | 430,00 | 1004 | 46,4 |
| 2019 | 430,00 | 1076 | 42,8 |
| 2020 | 430,00 | 1143 | 40,0 |
| 2021 | 500,00 | 1277 | 43,7 |
| 2022 | 500,00 | 1373 | 36,4 |
| 2023 | 620,00 | 1537 | 45,2 |
| 2024 | 700,00 | 1685 | 45,5 |
| 2025 | 740,00 | 1783\* | 44,0 |
| 2026 | 780,00\* | 1881\* | 46,0 |

*\* Prognosis*

Source: <https://data.stat.gov.lv/pxweb/en/OSP_PUB/START__EMP__DS__DSM/DSM010/>

<https://data.stat.gov.lv/pxweb/en/OSP_PUB/START__EMP__DS__DSV/DSV010/>

Annex 10: Registered unemployment rate and number of unemployed *(PES)*

|  |  |  |  |
| --- | --- | --- | --- |
| **Year**  **(at the end of the year)** | **Registered unemployment rate (%)** | **Number of unemployed** | **Trend (pp for previous year)** |
| 2005 | 7,4 | 78 482 | -1,1 |
| 2006 | 6,5 | 68 944 | -0,9 |
| 2007 | 4,9 | 52 321 | -1,6 |
| 2008 | 7,0 | 76 435 | +2,1 |
| 2009 | 16,0 | 179 235 | +9 |
| 2010 | 14,3 | 162 463 | -1,7 |
| 2011 | 11,5 | 130 296 | -2,8 |
| 2012 | 10,5 | 104 052 | -1,0 |
| 2013 | 9,5 | 93 321 | -1,0 |
| 2014 | 8,5 | 82 027 | -1,0 |
| 2015 | 8,7 | 81 780 | +0,2 |
| 2016 | 8,4 | 78 357 | -0,3 |
| 2017 | 6,8 | 63 121 | -1,6 |
| 2018 | 6,4 | 59 588 | -0,4 |
| 2019 | 6,2 | 57 808 | -0,2 |
| 2020 | 7,7 | 69 605 | +1,5 |
| 2021 | 6,7 | 60 774 | -1 |
| 2022 | 6,1 | 53 536 | -0,6 |
| 2023 | 5,7 | 50 344 | -0,4 |
| 2024 | 5,3 | 46 553 | -0,4 |

Source: <https://www.nva.gov.lv/lv/bezdarba-statistika>

<https://www.nva.gov.lv/en/unemployment-statistics-1>

Annex 11: Breakdown of registered unemployed by length in unemployment *(31.12.2024., PES)*

Source: <https://www.nva.gov.lv/lv/bezdarba-statistika>

Annex 12: **Registered unemployed persons by education level (%)** *(PES)*

Source: <https://www.nva.gov.lv/lv/bezdarba-statistika>

Annex 13: **Registered unemployed persons by risk groups at the end period** *(PES)*

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Groups of unemployed persons** | **2019** | **2020** | **2021** | **2022** | **2023** | **2024** | **30.06.2025** |
| **Long-term unemployed persons (for more than 1 year)** | 12 117 | 17 271 | 14 824 | 10 267 | 8 711 | 7 102 | 6 994 |
| **Long-term (%)** | 21,0% | 24,8% | 24,4% | 19,2% | 17,7% | 15,3% | 16,4% |
| **Unemployed young persons in the age group from 15 to 24 years** | 3 357 | 4 839 | 3 881 | 3 885 | 3 294 | 3 831 | 3 399 |
| **15-24 y.o. (%)** | 5,8% | 7,0% | 6,4% | 7,3% | 6,7% | 8,2% | 7,8% |
| **Disabled unemployed persons** | 7 868 | 8 583 | 8 413 | 7 158 | 6 815 | 5 993 | 5 876 |
| **Disabled (%)** | 13,6% | 12,3% | 13,8% | 13,4% | 13,8% | 12,9% | 13,5% |
| **Unemployed persons aged 50 and older** | 22 905 | 26 864 | 24 678 | 21 039 | 19 738 | 18 237 | 17 379 |
| **50+ y.o. (%)** | 39,6% | 38,6% | 40,6% | 39,3% | 40,1% | 39,2% | 40,0% |

Source: <https://www.nva.gov.lv/lv/bezdarba-statistika>

Annex 14: Main characteristics of registered unemployment *(PES)*

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **31.12.2019** | **31.12.2020** | **31.12.2021** | **31.12.2022** | **31.12.2023** | **31.12.2024** | **30.06.2025** |
| Number of registered unemployed at the end of the year | 57 808 | 69 605 | 60 774 | 53 536 | 50 344 | 46 553 | 43 414 |
| Registered unemployment level | 6,2% | 7,7% | 6,7% | 6,1% | 5,7% | 5,3% | 5,0% |
| Number of persons, who received the status of registered unemployed in the corresponding year (inflow into registered unemployment) | 87 907 | 103 218 | 88 570 | 90 577 | 93 181 | 92 426 | 45 311 |
| Total number of PES clients (also registered in previous years) | 147 495 | 161 026 | 158 175 | 151 351 | 146 717 | 142 770 | 91 864 |
| Average duration of an unemployment period (days) | 163 | 157 | 188 | 148 | 132 | 122 | 131 |
| Number of registered vacancies in the corresponding year | 106 397 | 76 226 | 94 234 | 114 188 | 87 330 | 89 216 | 50 121 |
| Number of persons, who found employment in the corresponding year | 63 734 | 62 492 | 59 672 | 56 026 | 54 539 | 54 664 | 28 819 |
| The share of LTU in the total number of registered unemployed | 21,0% | 24,8% | 24,4% | 19,2% | 15,9% | 15,3% | 16,1% |
| The number of ALMP participants (unique persons) | 74 606 | 58 180 | 64 476 | 64 150 | 84 140 | 66 945 | 33 166 |

Source: <https://www.nva.gov.lv/lv/bezdarba-statistika>

Annex 15: Participation in active labour market policy measures – number of participants in the corresponding year *(PES)*

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | **2019** | **2020** | **2021** | **2022** | **2023** | **2024** |
| Career consultations | 87 094 | 54 223 | 57 588 | 57 675 | 57 578 | 44 421 |
| Measures to Increase Competitiveness (basic competencies) \* | 3 523 | 3 179 | 202 | 4 108 | 20 914 | 5 470 |
| Vocational training, requalification, qualification improvement | 3 519 | 2 686 | 2 120 | 1 692 | 787 | 1 686 |
| Non-formal training programmes | 13 039 | 10 982 | 10 196 | 9 738 | 24 304 | 12 635 |
| On-the-job training | 463 | 393 | 314 | 322 | 200 | 197 |
| Subsidised employment for the most vulnerable groups of unemployed | 822 | 1 398 | 1 312 | 1 572 | 420 | 689 |
| Paid temporary public works | 9 000 | 8 994 | 12 355 | 9 652 | 7 642 | 2 032 |
| Entrepreneurship and self-employment | 156 | 158 | 160 | 157 | 397 | 323 |
| Promotion of regional mobility for employed people | 288 | 140 | 213 | 1 144 | 1 893 | 1 559 |
| Activation programme for the long term unemployed\*\* | 32 228 | 1 731 | - | - | - | - |
| Development of Skills Necessary for Work | - | 627 | 705 | 876 | 427 | 603 |

\* without informative days

\*\* without Minnesota programme

Source: <https://www.nva.gov.lv/lv/bezdarba-statistika>

**Annex 16:** Sources for further information

The Ministry of Welfare of Latvia:

<https://www.lm.gov.lv/en/labour-market>

The State Employment Agency of Latvia (PES):

<https://www.nva.gov.lv/en>

The EURES portal by PES:

<https://www.nva.gov.lv/en/eures>

Official Statistics Portal by the Central Statistical Bureau of Latvia:

<https://stat.gov.lv/en>

Long-term Labour Market Forecasts by the Ministry of Economics:

<https://www.em.gov.lv/en/labour-market>

The EUROSTAT database:

<https://ec.europa.eu/eurostat/databrowser/explore/all/popul?lang=en&subtheme=labour.employ&display=list&sort=category>

1. <https://www.mk.gov.lv/lv/nacionala-trispusejas-sadarbibas-padome> [↑](#footnote-ref-1)
2. <https://www.em.gov.lv/en/european-semester> [↑](#footnote-ref-2)
3. <https://likumi.lv/ta/id/342561-cilvekkapitala-attistibas-padomes-nolikums> [↑](#footnote-ref-3)
4. <https://www.izm.gov.lv/lv/jaunums/darba-nemejiem-paplasina-pieejamo-atbalstu-macibam> [↑](#footnote-ref-4)
5. https://visc.gov.lv/en/professional/standards.shtml [↑](#footnote-ref-5)
6. <https://lddk.lv/atbalsts-biznesam/nozaru-ekspertu-padomes/> [↑](#footnote-ref-6)
7. <https://www.cfla.gov.lv/en/eu-funds-2014-2020/general-information> [↑](#footnote-ref-7)
8. <https://data.stat.gov.lv/pxweb/lv/OSP_PUB/START__POP__IR__IRS/IRS010> [↑](#footnote-ref-8)
9. <https://stat.gov.lv/en/statistics-themes/population/population/2323-population-age-and-sex> [↑](#footnote-ref-9)
10. <https://ec.europa.eu/eurostat/databrowser/view/lfsa_argan/default/table?lang=en&category=labour.employ.lfsa.lfsa_act> [↑](#footnote-ref-10)
11. <https://data.stat.gov.lv/pxweb/lv/OSP_PUB/START__EMP__NBB__NBA/NBA060/table/tableViewLayout1/> [↑](#footnote-ref-11)
12. <https://data.stat.gov.lv/pxweb/lv/OSP_PUB/START__EMP__NBB__NBA/NBA010/table/tableViewLayout1/> [↑](#footnote-ref-12)
13. <https://ec.europa.eu/eurostat/databrowser/view/lfsi_emp_a__custom_17758276/default/table> [↑](#footnote-ref-13)
14. <https://ec.europa.eu/eurostat/databrowser/view/lfsa_urgan__custom_17764534/default/table> [↑](#footnote-ref-14)
15. <https://ec.europa.eu/eurostat/databrowser/view/lfsa_ergacob__custom_17766869/default/table> [↑](#footnote-ref-15)
16. <https://ec.europa.eu/eurostat/databrowser/view/lfsa_urgan__custom_17766902/default/table> [↑](#footnote-ref-16)
17. <https://ec.europa.eu/eurostat/databrowser/view/jvs_q_nace2/default/table?lang=en&category=labour.jvs> [↑](#footnote-ref-17)
18. <https://www.nva.gov.lv/lv/bezdarba-statistika> [↑](#footnote-ref-18)
19. <https://www.nva.gov.lv/lv/2024gads> [↑](#footnote-ref-19)
20. |  |
    | --- |
    | <https://data.stat.gov.lv/pxweb/lv/OSP_PUB/START__IZG__IZ__IZI/IZI021> |
    | [https://data.stat.gov.lv/pxweb/lv/OSP\_PUB/START\_\_POP\_\_IR\_\_IRD/IRD041](https://data.stat.gov.lv/pxweb/lv/OSP_PUB/START__POP__IR__IRD/IRD041/table/tableViewLayout1/)  <https://ec.europa.eu/eurostat/databrowser/view/lfsa_ugan__custom_17774144/default/table> |
    | <https://data.stat.gov.lv/pxweb/lv/OSP_PUB/START__EMP__NBB__NBA/NBA071>  <https://stat.gov.lv/lv/statistikas-temas/darbs/bezdarbs?themes=9809#tabulas> |

    [↑](#footnote-ref-20)
21. https://stat.gov.lv/en/statistics-themes/labour-market/wages-and-salaries/press-releases/22343-wages-and-salaries-4th?themeCode=DS [↑](#footnote-ref-21)
22. <https://www.pmlp.gov.lv/lv/uzturesanas-atlaujas> [↑](#footnote-ref-22)
23. European Migration Network Latvia, Office of Citizenship and Migration Affairs, *Report on Migration and Asylum in Latvia. Reference year 2024,* Riga, May 2025, available at: <https://www.emn.lv/en/report-on-migration-and-asylum-in-latvia-2024/> [↑](#footnote-ref-23)
24. Regulations of the Cabinet of Ministers No.55 of 28 January, 2014 “Regulations Regarding Employment of Foreigners” [↑](#footnote-ref-24)
25. European Migration Network Latvia, Office of Citizenship and Migration Affairs, *Report on Migration and Asylum in Latvia. Reference year 2024,* Riga, May 2025, available at: <https://www.emn.lv/en/report-on-migration-and-asylum-in-latvia-2024/> [↑](#footnote-ref-25)
26. European Migration Network Latvia, Office of Citizenship and Migration Affairs, *Report on Migration and Asylum in Latvia. Reference year 2024,* Riga, May 2025, available at: <https://www.emn.lv/en/report-on-migration-and-asylum-in-latvia-2024/> [↑](#footnote-ref-26)
27. European Migration Network Latvia, Office of Citizenship and Migration Affairs, *Report on Migration and Asylum in Latvia. Reference year 2024,* Riga, May 2025, available at: <https://www.emn.lv/en/report-on-migration-and-asylum-in-latvia-2024/> [↑](#footnote-ref-27)
28. Public annual report of the State Employment Agency for 2024 available at: <https://www.nva.gov.lv/lv/media/22884/download?attachment> [↑](#footnote-ref-28)
29. <https://likumi.lv/ta/en/en/id/225425> [↑](#footnote-ref-29)
30. <https://likumi.lv/ta/id/343014-eiropas-savienibas-atveselosanas-un-noturibas-mehanisma-plana-31-reformu-un-investiciju-virziena-regionala-politika-312-reformas-socialo-un-nodarbinatibas-pakalpojumu-pieejamiba-minimalo-ienakumu-reformas-atbalstam-3125i-investicijas-bezdarbnieku-darba-mekletaju-un-bezdarba-riskam-paklauto-iedzivotaju-iesaiste-darba-tirgu-istenosanas-un-uzraudzibas-noteikumi>

    https://likumi.lv/ta/id/347764-eiropas-savienibas-kohezijas-politikas-programmas-2021-2027-gadam-4-3-3-specifiska-atbalsta-merka-uzlabot-visu-darba-mekletaju [↑](#footnote-ref-30)
31. <https://testi.ekarjera.lv/> [↑](#footnote-ref-31)
32. Vocational further education programmes which lead to a formal professional qualification (following an examination) for the acquisition of the professional qualification of the third or fourth level of professional qualification of EQF [↑](#footnote-ref-32)
33. https://webgate.ec.europa.eu/empl/redisstat/databrowser/view/LMP\_EXPSUMM/default/table?lang=en&category=lmp\_expend [↑](#footnote-ref-33)
34. https://webgate.ec.europa.eu/empl/redisstat/databrowser/view/LMP\_EXPME$LV/default/table?lang=en&category=lmp\_expend.lmp\_expend\_me [↑](#footnote-ref-34)
35. <https://data.stat.gov.lv/pxweb/lv/OSP_PUB/START__POP__IR__IRD/IRD041> [↑](#footnote-ref-35)
36. <https://ec.europa.eu/eurostat/databrowser/view/lfsi_neet_a__custom_17777402/default/table> [↑](#footnote-ref-36)
37. <https://ec.europa.eu/eurostat/databrowser/view/lfsi_emp_a__custom_17777499/default/table> [↑](#footnote-ref-37)
38. <https://ec.europa.eu/eurostat/databrowser/view/lfsa_urgan__custom_17766936/default/table> [↑](#footnote-ref-38)
39. <https://ec.europa.eu/social/main.jsp?catId=1161&langId=en&intPageId=3341> [↑](#footnote-ref-39)
40. <https://jaunatne.gov.lv/par-agenturu/programmas-projekti/proti-un-dari/> [↑](#footnote-ref-40)
41. <https://webgate.ec.europa.eu/circabc-ewpp/ui/group/bab664d7-1188-47b2-9fa6-869902320ba2/library/c1279bc5-4ae0-47d9-82e6-4bcfaecbe0ad?p=1&n=10&sort=modified_DESC> [↑](#footnote-ref-41)
42. <https://publications.jrc.ec.europa.eu/repository/handle/JRC110247>

    <https://m.esfondi.lv/izvertejumi-1>

    <https://petijumi.mk.gov.lv/sites/default/files/title_file/Petijums_ES_fondu_ieguld_ilgtspej_kvalit_darbasp_mobilit_un_lietder_efektiv.pdf> [↑](#footnote-ref-42)
43. PES data [↑](#footnote-ref-43)
44. Many courses became available online since 2021 and were not counted in. [↑](#footnote-ref-44)
45. These are regional mobility measures to reach workplaces located in another region outside of a living place (if a person signs working contract, support is available for first 4 months). Additional support is provided during participation in ALMP measures, to reach training and other supportive measures – this support isn’t indicated here. [↑](#footnote-ref-45)
46. <https://www.nva.gov.lv/lv/projekts/atbalsts-labakam-un-ilgakam-darba-muzam> [↑](#footnote-ref-46)
47. PES data [↑](#footnote-ref-47)
48. <https://www.em.gov.lv/en/labour-market> [↑](#footnote-ref-48)
49. https://sua.lv/eng/lsua-eng/ [↑](#footnote-ref-49)